91-06803/

The Composition and Implications of Metropolitan Toronto's Ethnic, Racial, and Linguistic Populations

Report Commissioned by
Multicultural and Race Relations Division
Chief Administrative Officer's Department

March 1990
(Revised Report)

Prepared by
Tana Turner

Printed on recycled paper.

TABLE OF CONTENTS

			Page
EXECUTIVE SUMMARY			i
INTRODUCTION			xiii
1.	**Immigration to Metropolitan Toronto**		
	1.1	Historical Overview of Canada's Immigration Policies and their Impact on Metropolitan Toronto	1
	1.2	Immigration to Metropolitan Toronto	4
	1.3	Future Trends: The Racial Composition of Metropolitan Toronto in the Year 2001	20
2.	**The Ethnic, Racial, and Linguistic Composition of Metropolitan Toronto**		
	2.1	Population of Metropolitan Toronto by Ethnicity	25
	2.2	Population of Metropolitan Toronto by Place of Birth	34
	2.3	Population of Metropolitan Toronto by Race	39
	2.4	Population of Metropolitan Toronto by Mother Tongue and Official Language Ability	48
3.	**Settlement Patterns of Immigrants and Migrants to Metropolitan Toronto**		57
4.	**Population of Metropolitan Toronto by Age**		
	4.1	Total Population by Age	71
	4.2	Racial Minorities by Age	80
	4.3	Aboriginal Peoples by Age	83

5. The Labour Force of Metropolitan Toronto

5.1 Immigrants in the Labour Force 86

5.2 Racial Minorities in the Labour Force 92

5.3 Aboriginal Peoples in the Labour Force 103

5.4 Youth Employment 107

NOTES ON THE DATA 114

LIST OF TABLES

		Page
Table 1	Immigrants as a Percentage of Population of Canada's 10 Largest CMAs 1981 and 1986	9
Table 2	Immigrant Landings by Intended Destination 1972 to 1988	10
Table 3	Immigrants Destined to Metropolitan Toronto by Country/Region of Last Permanent Residence January 1980 to August 1989	11
Table 4	Country/Region of Last Permanent Residence of Immigrants Destined to Metropolitan Toronto and Ontario January to August 1989	12
Table 5	Country/Region of Last Permanent Residence of Immigrants Destined to Metropolitan Toronto and Ontario January to December 1988	13
Table 6	Country/Region of Last Permanent Residence of Immigrants Destined to Metropolitan Toronto and Ontario January to December 1987	14
Table 7	Country/Region of Last Permanent Residence of Immigrants Destined to Metropolitan Toronto and Ontario January to December 1970	15
Table 8	Immigrant Landings by Country of Last Permanent Residence, by Rank and Total Number Ontario, 1988, 1987 and 1968	16
Table 9	Immigrant Landings by Country of Last Permanent Residence, by Rank and Total Number Metropolitan Toronto, 1988, 1987 and 1968	17
Table 10.a	Immigrants by Age Group by Year of Immigration Ontario, 1980 to 1987	18
Table 10.b	Immigrant Landings by Age and Gender Metropolitan Toronto, 1986	19

Table 11	Population Projections for Racial Minorities Metropolitan Toronto, 1986 to 2001	24
Table 12	Population by Selected Ethnic Origin Toronto CMA, 1961 and 1986	27-28
Table 13	Immigrant Population by Selected Country/ Region of Birth by Period of Immigration Toronto CMA, 1986	29
Table 14	Municipal Population by Selected Ethnic Origins, 1986	30-33
Table 15	Municipal Populations by Place of Birth Metropolitan Toronto,1986	35-38
Table 16	Racial Minority Population Canada, Ontario, and Toronto CMA, 1986	40
Table 17	Municipal Populations by Race Metropolitan Toronto, 1986	41-47
Table 18	Official Language Ability of Recent Immigrants Metropolitan Toronto, 1983 to 1987	51
Table 19	Immigrant Landings by Official Language Ability by Mother Tongue Ontario, 1987	52-53
Table 20	Official Language Ability of Recent Immigrants by Community of Destination Metropolitan Toronto and Surrounding Areas 1987	54
Table 21	Official Language Ability of Landed Immigrants by Age and Gender Ontario, 1987	55
Table 22	Municipal Populations by Official Language Activity, 1986	56
Table 23	Municipal Populations by Immigrant Status and Period of Immigration as a Percentage of Immigrant Group 1986	61

Table 24	Population by Immigrant Status and Period of Immigration as a Percentage of Municipal Population, 1986	62
Table 25	Change in Municipal Populations by Place of Birth Metropolitan Toronto, 1981 to 1986	63-66
Table 26	Municipal Populations by Mobility Status 1986	67-70
Table 27	Municipal Populations by Age 1986	73-79
Table 28	Racial Minority Population by Age Toronto CMA, 1986	82
Table 29	Rate of Growth of Total and Registered Indian Populations Ontario, 1981 to 1986	84
Table 30	Aboriginal Population by Age Ontario, 1981	85
Table 31	Estimated Labour Force Supply from Immigration Ontario, 1976 to 1988	89
Table 32	Workers and Non-Workers by Immigrant Class for Immigrant Landings Ontario, 1988	90
Table 33	Workers and Non-Workers for Immigrant Landings Metropolitan Toronto, 1983 to 1987	91
Table 34	Labour Force Activity of the Population Aged 15+ by Designated Group by Age Toronto CMA, 1986	96-97
Table 35	Racial Minorities and Aboriginal Peoples in the Labour Force by Age Group Toronto, 1986	98
Table 36	Occupational Distribution for Racial Minorities Toronto CMA, 1986	99
Table 37	Average Income by Occupational Group by Racial Minority Status Toronto CMA, 1986	100

Table 38	Average Income by Ethno-Racial Group Toronto CMA, 1986	101
Table 39	Highest Level of Schooling by Racial Minority Status Ontario, 1986	102
Table 40	Registered Indian and Total Population 15 Years of Age and Over, by Highest Level of Schooling Ontario, 1981	106
Table 41	Projected Population of Youth (Ages 15 to 24) in Metropolitan Toronto 1986 to 2011	113

EXECUTIVE SUMMARY

A review of the literature, census data, and immigration figures, all point to a population in Metropolitan Toronto that is increasingly from diverse ethnic, racial, and linguistic groups. These changes will have a significant impact on the race and ethnic relations climate, the provision of government services, settlement patterns, housing and employment.

The population of Metropolitan Toronto has changed significantly in the recent years. The priorities and practices of many organizations may not have changed commensurately and now may not be consistent with the culturally appropriate and racially sensitive approach required by those who use the services they provide.

What is required is the critical review of the impact of these changes and an examination of methods through which institutions and organizations can effectively respond to meet the changing needs of an ethnically, racially and linguistically diverse population.

Immigration

- Ontario traditionally receives about one-half of Canada's immigrants. Metropolitan Toronto historically receives about one-half of Ontario's figure, but has recently received up to 65% of Ontario's annual immigration.

- Since the 1986 Census (January 1987 to August 1989), Metropolitan Toronto has been the intended destination of about 154,000 immigrants. About 74% of these immigrants have been from Africa, Asia, Latin America, and the Caribbean.

- Immigrants aged 19 to 44 years have maintained approximately a one-half share of immigrant landings to Ontario since 1980. Their share has gradually increased from 49% in 1980 to 58% in 1987.

Implications

> The data on immigration to Metropolitan Toronto by source country and region provides a clear picture of the dramatic changes which have occurred over the years. Metro is becoming increasingly more ethnically, racially, and linguistically diverse as more of its immigrants come from Africa, Asia, Latin America, and the Caribbean.

> The risk of racial tensions and conflict increases in proportion to the representation of racial minorities within the population. Consequently, with the increasing proportion of racial minorities in Metropolitan Toronto there may also be a corresponding rise in racial intolerance.

- Metropolitan Toronto remains the primary reception area of immigrants to Canada, even as the cost of living in Metro continues to increase. In fact, the attraction of immigrants to Metro has increased over the years. In 1988, 63% of immigrants to Ontario were destined for Metropolitan Toronto, compared with 49% in 1980.

- Metro's traditional immigrant groups (i.e. European) have established communities and community organizations which provide services, both formally and informally, to the newer immigrants. The non-traditional immigrants lack these established communities and community-based services. These communities may therefore rely more on the government for the provision of many social services, until their communities and community-based organizations establish themselves.

- The increase in non-traditional immigrants from increasingly diverse cultural groups increases the need in institutions and organizations (i.e. child care programs, public schools, hospitals) for translation services, culturally appropriate social services, and multicultural and race relations policies.

- The rising number of international immigrants, while helping to ease labour shortages and inflationary pressures in Canada, also increases the pressures for affordable housing in Metro.

The Racial Composition of Metropolitan Toronto in the Year 2001

The Ontario Ministry of Treasury and Economics estimates the population of Metro Toronto in the year 2001 to be 2,436,650, increasing by 243,930 persons after 1986, or 11%. We estimate that the racial minority population will climb from 445,615 in 1986 to an estimated 691,696 -- increasing from 20.7% of the population in 1986 to 28.4% in the year 2001.

Implications

- The risk of racial tension and conflict increases in proportion to the representation of racial minorities within the population. Consequently, with the increasing proportion of racial minorities in Metropolitan Toronto there may also be a corresponding rise in racial intolerance.

- The increasing racial minority population in Metropolitan Toronto raises a variety of issues regarding institutional change to accommodate and reflect the changing racial composition of Metro. Current issues include police-community relations, and employment and education equity.

. The increase in immigration from non-traditional source countries has significantly changed the ethnic composition of many cities across Canada, particularly Metropolitan Toronto. 96% of Toronto CMA's population in 1961 was of European origin. In 1986, 82% of the Metro population reported roots in Europe.

. In 1986, 41% of the Metropolitan Toronto population was born outside Canada:

  - 23% of the population was born in Europe; 6% was born in the United Kingdom;

  - 8% was born in Asia;

  - 5% was born in the Caribbean and Guyana.

. In 1986, 76% (or 586,495) of the racial minorities in Ontario lived in the Toronto CMA, representing 17% of the population. 57% (or 445,615) of the racial minorities in Ontario lived in Metropolitan Toronto, representing 21% of the population.

. The proportion of landed immigrants with official language skills has fluctuated in the 1980s, but the trend is toward a larger proportion of landed immigrants arriving with English language ability. This may then level off at the levels seen between 1969 and 1978 - 33%.

  However, while the **proportion** with no official language ability has decreased, the actual **number** of those unable to speak English or French has increased. In 1985, 12,454 immigrants to Ontario had no official language ability; in 1987, this number increased to 19,327 (46% vs 35% respectively).

Implications

> Metropolitan Toronto is becoming increasingly ethnically and racially diverse. This will impact upon the provision of services which will be increasingly pressured to be racially sensitive and culturally appropriate.

> This change in the ethnic composition will also impact upon the ethnic and race relations climate since the newest and fastest growing ethnic groups are also racial minorities.

> Higher levels of immigration will significantly add to the immigrant populations in Metro. This will increase the need for the provision of services necessary for immigrant settlement and adaptation.

> The risk of racial tension and conflict increases in proportion to the representation of racial minorities within the population. Consequently, with the increasing proportion of racial minorities in Metropolitan Toronto there may also be a corresponding rise in racial intolerance.

> The increasing racial minority population in Metropolitan Toronto raises a variety of issues regarding institutional change to accommodate and reflect the changing racial composition of Metro. Current issues include police-community relations, and employment and education equity.

> With 1 in 3 new immigrants to Metropolitan Toronto lacking official language skills, translation services, multilingual publications, and language training remains important.

> With over half of the immigrants to Ontario under the age of 15 speaking neither English or French, ESL training in the educational system is of particular importance.

  Even though the other half of this population is reported to speak English or French, their level of proficiency may not be very high, or the English or French they speak may be of a different dialect than those spoken in Canada. This stresses the importance of continued language training and standard English as a second dialect training in the schools.

> With the majority of immigrants entering Canada being non-traditional immigrants (i.e. non-European) the importance of culturally sensitive and appropriate service delivery for these groups is evident.

> With consistently more women than men over the age of 21 having no official language ability, equal access to language training for women is of particular importance.

> The languages spoken by most recent immigrants with no official language ability (Cantonese, Portuguese, Polish, Spanish, Punjabi) are those which numerically would require the most language services (i.e. translators, multilingual publications, etc.).

> There is a high incidence of no official language ability among certain language groups (Lao, Khmer, Vietnamese). Although these language groups are numerically smaller than the other groups, a greater proportion of their population cannot speak English or French. These groups would therefore have a greater reliance on language services.

- The census data analyzed here suggests that the Cities of Toronto, North York, and Scarborough are the primary reception areas for new immigrants. The Cities of Etobicoke and York, and the Borough of East York are the preferred areas of immigrants who have been in Canada longer.

- In its analysis of immigrants to Ontario, the Ministry of Citizenship found that immigrants from the United Kingdom and Europe constituted the largest population of arrivals to most communities outside Metropolitan Toronto. One-third to one-half who indicated an intended destination other than Metropolitan Toronto were coming from Europe and the United Kingdom. The majority of immigrants to Metropolitan Toronto and Mississauga were from Asia and the Caribbean.

- Between 1981 and 1986, Metro saw a net decrease of over 52,000 of those born in Europe, including 27,000 born in the United Kingdom. There was also a net increase of over 43,000 people born in Asia, 14,000 born in the Caribbean, and 7,000 from Africa and Latin America.

- While immigrants constituted 41% of Metropolitan Toronto's population, they constituted 36% of the population of Toronto CMA, and 29% of Toronto CMA outside of Metropolitan Toronto. This suggests that immigrants to the Toronto area prefer to settle in Metropolitan Toronto rather than its surrounding regions.

Implications

> The settlement patterns of immigrants to large urban areas points to the continued settling of immigrants in ethnic communities in Metro, replenishing ethnic communities in the urban core and creating new ethnic communities in the suburban areas.

  This may have particular implications for the race and ethnic relations in these municipalities, as was the case with the establishment of "Chinatown North" in Scarborough.

> If present trends continue, Metro Toronto will continue to receive a greater proportion of immigrants than the surrounding areas in the Toronto CMA. The Cities of Toronto, Scarborough, and North York will receive the greatest proportions of recent immigrants to Metro.

> If the trend between 1981 and 1986 continues, Metro may continue to see a decrease in the population of those born in Europe and a steady increase in those born in developing countries (i.e. racial minorities).

Population of Metropolitan Toronto by Age

. The most significant factor in the age composition of Metropolitan Toronto is the composition of the baby-boomers.

  With the baby-boomers now of working age, Canada has the highest proportion of its population in the traditional labour force ages in its history.

. The aging of the baby-boomers and the declining birth rate has resulted in the steady decline in the population under age 15 as the baby-boomers are replaced by smaller and smaller cohorts. The population over 65 has also been declining and will continue to decline until the year 2011 when the first of the baby-boomers reach age 65.

. The racial minority population in Metropolitan Toronto is more youth-skewed than the rest of the population. While 18% of the non-racial minority population is under the age of 15, 25% of racial minorities are under 15.

  Racial minority children represent a greater proportion of the youth population than of any other age range. While racial minorities represent 17% of the Toronto CMA population, 22% of those under age 15 are racial minorities. Conversely, only 9% of those over the age of 65 are racial minorities.

. The most significant statistic regarding the age composition of the Aboriginal population is the high proportion of those under the age of 25. In 1981, 37% of the Aboriginal population in Ontario are below the age of 15, compared to only 22% of the total population. 23% of the Aboriginal population was between 15 and 24 years of age, compared with 19% of the total provincial population.

Implications

Total Population by Age

> The aging of the baby-boomers will have a significant impact on the labour force. There will be labour shortages as baby-boomers reach retirement age and as the number of youth entering the labour force continues to decline. Labour shortages may then shift the focus of government sponsored youth employment programs from job creation to the problems of "disadvantaged" youth.

> The labour force could also see significantly more people continuing to work past the present retirement age to compensate for shortages in the labour force.

> The aging of the baby-boomers will also have significant impacts on social services, particularly health care and social assistance, as a significant proportion of the

population reaches old age. The most serious expenditure pressures are not expected to arise until the baby-boomers begin to turn 70, starting around 2016.

> The aging population will mean that government expenditures on education will decrease as the numbers of children and youth declines, while the expenditures on health services for the elderly rises.

> The number of pre-schoolers will reach a peak in the early 1990s and will decline after 1991. After the year 2000, there will be fewer pre-schoolers than today. Policy interests could therefore shift from daycare for pre-schoolers to after school care for older children.

> The baby-boom echo (children of the baby-boomers) will increase the number of children entering elementary schools. Elementary school enrolment reached a low in 1986 and is expected to peak in 2001. Surplus teachers and classrooms may therefore be reabsorbed into the system.

> The rising elementary school enrolment in the late 1990s will coincide with the retirement of teachers hired in the early 1960s to educate the baby-boom.

Racial Minorities by Age

> With one-quarter of the racial minority population under the age of 15, racial minorities will enter the labour force at disproportionately higher rates in the next decade. This will substantially increase the proportion of racial minorities in the Metro Toronto labour force.

> The larger proportion of racial minority youth will have implications for the types of programs and services offered in the public sector as well as on how these programs and services are delivered. Not only will new programs and services be required, i.e. multicultural and race relations training for frontline workers, but also the modification of certain services to take into account the multicultural and multiracial clientele and their needs.

> The increasing proportion of racial minority youth will have particular implications for policing in Metro Toronto. Specifically, issues regarding cultural differences of such a visible segment of the population must be addressed by the police if the rising tensions between the two groups are to be diffused.

> Recreational and job training programs would also be a necessary part of a larger program to ease police-community tensions. These tensions are often fuelled by the consequences of racial discrimination of other institutions, i.e. in education and employment, which need to be addressed. With the high high school drop-out rates for racial minority youth, recreational, job-training and continuing education programs would be needed to provide alternatives to the streets.

> With the increasing numbers of racial minority youth comes the increasing importance of equality of access to, and results in education and employment. Without programs to address the inequalities of opportunity in education and employment, the numbers of unemployed and unemployable racial minority youth will continue to rise. This will then increase the numbers of those with no stake in the society, and subsequently, those turning to other means (particularly criminal activities) for status attainment, income, self-esteem, etc.

> As the racial minority population ages, the relevance and significance of issues around multicultural and multiracial elderly care will increase. In 1986, only 9% of those over age 65 were racial minorities, the lowest proportion of any age group. This figure is expected to increase to about 13% in the next 20 years.

Aboriginal Peoples by Age

> The youth-skewed Aboriginal population implies a higher dependency ratio (the ratio of non-working age to working-age population), resulting in a greater economic burden on the Aboriginal working population than on the non-Aboriginal population.

This higher dependency ratio, along with the inequalities in the labour force faced by Aboriginal people, results in lower than average employment incomes which must support larger families.

> With over one-third of the Aboriginal population in the pre-labour force age range, Aboriginal youth will enter the labour force at disproportionately higher rates over the next decade. This will raise particular issues, particularly related to equitable access to employment.

Aboriginal peoples will also be completing high school (either graduating or dropping out) in larger proportions. Thus, the quality and quantity of education they receive will increase in importance.

> The size of this segment of the population also implies future pressures linked to access to post-secondary education and skills training, social services, and housing, as well as social adjustment issues.

The Labour Force of Metropolitan Toronto

. Between 1976 and 1988, a total of 333,200 immigrants entered Ontario's workforce, accounting for approximately 25% of the total labour force growth.

. Between 1983 and 1985, about 62% of the immigrants to Metropolitan Toronto were destined to the labour force.

- In the Toronto CMA, on average, racial minorities participate in the labour force at slightly higher rates than that of the total population and experience unemployment rates slightly higher than that of the total population.

- The racial minority and Aboriginal labour force tend to be younger than the labour force on the whole.

- While racial minority youth (15 to 24 years) participate in the labour force at a lower rate than whites, the participation rates for racial minorities in all other age groups are higher than their white counterparts.

- Racial minorities are not equitably distributed across occupations in the labour force.

- Overall, racial minorities earned less than whites in the Toronto CMA. Racial minorities earned only 79% of the average employment income of their white counterparts; from a low of 64% in upper management to 98% in clerical occupations.

- Overall, Aboriginal people in Toronto CMA participate in the labour force at higher rates than the total population and experience higher rates of unemployment.

- 1986 Census data for the Toronto CMA indicate that, while the younger segment of the labour force experience greater unemployment than the total labour force, the racial minority and Aboriginal youth populations suffer even greater unemployment.

  In the Toronto CMA in 1986, 14% of Aboriginal and racial minority youth were unemployed, compared with 10% of the total population in that age group (and 6% of the total labour force).

- While Aboriginal youth participate in the labour force at about the same rate as the total youth population in Toronto CMA (73% vs 72%), racial minority youth participate at a much lower rate (62%).

- Aboriginal youth constitute a significant proportion of the Aboriginal working population. While youth constitute 21% of the total labour force, Aboriginal youth represent 28% of Aboriginals in the labour force.

  While racial minority youth represent 24% of the racial minority population, they represent only 20% of racial minorities in the labour force.

Implications

Immigrants in the Labour Force

> The importance of labour force adjustment issues is evident given the numbers of immigrants destined to the labour force, their contribution to labour force growth, and the reliance on them to meet labour shortages.

  This suggests the necessity of language training in the workplace and in the language of the immigrant's own profession, and mechanisms to ensure foreign credentials and qualifications are accepted by Canadian employers.

> As the Metropolitan Toronto population ages and as labour shortages continue, the reliance of Metro Toronto's labour market on immigrants to meet labour shortages is likely to increase.

> To effectively recruit and manage an increasingly diverse workforce, employers must respond accordingly with changes to their employment policies and programs.

> With the high labour force participation rate of immigrant women, equal access to language and skills training remain important issues.

> Technological changes in the labour force and the free trade agreement are having a major impact on the "secondary" labour force, of which immigrant and racial minority women form a major part. This may mean an increase in the need for retraining programs for these groups.

Racial Minorities in the Labour Force

> A comprehensive, results-oriented employment equity program for racial minorities is one of the most important programs to ensure equitable access to employment. It would not only ensure access to entry level positions for youth entering the labour force, but also equitable access to opportunities for advancement.

> Programs to encourage and support the equitable access to and results in education for racial minorities would help to address the pre-employment disadvantage faced by the racial minority population. With the increasing numbers of racial minority youth, this is increasingly important.

> Policies and programs designed to assess and recognize foreign qualifications are needed if immigrants, about 70% of which are racial minorities, are to be able to use the skills and education acquired abroad.

Aboriginal Peoples in the Labour Force

> A comprehensive, results-oriented employment equity program would help to ensure equitable access to employment and advancement for Aboriginal people.

> Programs to encourage and support the equitable access to and results in education for Aboriginal peoples would help to address the pre-employment disadvantage faced by the Aboriginal population. With the rising numbers of Aboriginal youth, this is increasingly important.

> The encouragement of economic initiatives in rural Aboriginal communities would help to decrease the transiency of Registered Indians, promote more stable communities, and provide an economic base for these communities.

> The promotion of institutions for Aboriginal people in Metro, through which employment and other information may be transmitted, would be beneficial in disseminating information about job opportunities and in preparing Aboriginal peoples for entry or re-entry into the labour force.

> The higher proportion of Aboriginal children means Aboriginals will be entering the labour force at disproportionately high rates in the next two decades.

Youth Employment

> The conclusions of several research studies indicate that policies and programs aimed at minority youth employment should focus on two areas: ensuring that minority youth are adequately prepared for employment; and ensuring that they gain access to employment with long-term opportunities.

  Government response should focus, therefore, on re-orienting strategies and programs. The focus should turn away from the simple reduction of unemployment rates and look towards equipping youth with the education, training, and work experience necessary to gain access to the labour market and to advance successfully within it.

  This implies policies and programs designed to keep racial minority and Aboriginal youth in school, programs designed to increase the basic skill levels and improve the classroom performance of those currently in educational institutions, increased training opportunities for those who have dropped out of high school, and policies and programs to ensure equal access to training programs and employment.

> Strategies to increase the employment and improve the employability of minority youth would have significant effects on their future employment opportunities. Skills training and work contacts, as well as more subjective, but no less important, outcomes (i.e. increased self-confidence) would be affected. The experience and opportunities of a first job often have significant effects on advancement and opportunities throughout one's working life. Discrimination at the time of entry to

the labour force (either in access to jobs or access to skills and education) have long-term and self-reinforcing consequences.

The outcomes of the improved employment and employability of minority youth would have ramifications in other areas. Some researchers, particularly those in the United States, have identified youth unemployment (particularly for racial minority youth) as a major factor contributing to youth crime.

In a recent report, the Solicitor General of Canada notes that:

> Recently, attention in the crime prevention area has turned to the notion of social development, in which diverse public sector groups work in an integrated way to assist those persons and groups at highest risk to commit crimes and other social problems. For example, national level economic policies can impact the employment prospects of disadvantaged groups and determine, in part, whether they will turn to crime...Community leaders and institutions (schools, churches and business) can strive to ensure that people develop bonds with the community. The police, through such mechanisms as the Community Police Officer, can identify problems early and serve as a referral to some of these and other services.

Programs to increase the employability of youth and to ensure their success in school would therefore also be a significant crime-fighting tool. Other strategies, such as linking businesses, schools, and communities could be a key part of a strategy to make labour market employment more attractive and accessible than illegal activities.

> Equitable access to job placement and counselling services would also impact upon minority youth employment. Racial minority youth may not have the personal contacts many white youth use to secure employment. These services could also provide valuable training in job search techniques, resume writing, presentation styles, etc.

INTRODUCTION

This report was prepared for the Multicultural and Race Relations Division of the Municipality of Metropolitan Toronto. It assesses the ethnic, racial, and linguistic composition of Metropolitan Toronto and its potential impact on the race and ethnic relations climate, the provision of government services to diverse ethnic, racial, and linguistic groups, settlement patterns, housing, and employment.

This study includes, to the extent data are available, a profile of the ethnic, racial, and linguistic composition of Metropolitan Toronto, an overview of historical and contemporary immigration patterns, settlement patterns of migrants, age composition of the population, and a profile of particular groups in the labour force.

This report summarizes data from a variety of sources, mainly Statistics Canada, Employment and Immigration Canada, and the Ethnocultural Database (Ministry of Citizenship), and a number of research reports. Tables are included, highlights from which are discussed in the text. It is stressed that what is discussed in the text are highlights only and readers are encouraged to go through the tables to extract data of interest.

The implications of the data are discussed following each section. The implications discussed are broad, covering areas which are not necessarily within the Municipality's jurisdiction. They are included to give policy-makers an idea of the breadth of the impact of these demographic changes and an idea of areas requiring intergovernmental cooperation.

This report was aimed at summarizing information for Metropolitan Toronto. However, oftentimes data for Metro were not available. Available information which could be applied to Metro was therefore relied upon, whether the data were for Toronto CMA, Ontario, Canada, or in the case of research on youth employment, the United States.

Notes on the data are included in the last section to clarify specific variables and details of the data. They should be consulted for clarification and explanation.

I would like to thank the staff of the Multicultural and Race Relations Division, along with Winston Mattis and Dr. Jeffrey Reitz for reviewing this document and offering their input. However, any errors, omissions, or misinterpretations remain solely my responsibility.

The views expressed in this document do not necessarily reflect those of the Municipality of Metropolitan Toronto.

1. Immigration to Metropolitan Toronto

1.1 Historical Overview of Canada's Immigration Policies and their Impact on Metropolitan Toronto

All Canadians, aside from Aboriginal peoples, are either immigrants or descendants of immigrants. Since Canada's early years as a British colony and then as a nation, immigrants have continued and are continuing to make Canada their home, just as Canada continues to seek them out for population and labour force growth.

Immigrants are drawn to Canada by various push and pull factors. They either chose or are forced to leave their home countries due to a variety of political, economic, and/or social factors. Many looked to Canada for a better life for both themselves and their children.

Immigration has always played an important role in the economic growth and development of Canada as a nation. Canada's immigration policy, both explicitly and implicitly, has been geared towards the importation of foreign labour to meet the labour demands of the nation: from its first needs of farmers, to its present needs of skilled and unskilled workers, and entrepreneurs.

Demographic research indicate that immigration is still important to Canada's continued growth[1]. The recent population projections from Statistics Canada show that, given the current birth rates, Canada will need a minimum of 175,000 immigrants each year to merely maintain its population of 25 million[2]. Up to 1986, immigration to Canada was consistently below this level, declining to a low of 84,302 in 1983[3]. These numbers, however, did increase in 1987 to over 150,000 and remained at this level in 1988 and 1989. The number of immigrants will again increase in 1990. The federal government has decided on a planning range of 165,000 to 175,000 for immigration in 1990[4], and has recently announced a five-year plan to increase immigration levels to 220,000 in 1991 and 250,000 for each year from 1992 to 1995.

---

1 See **Charting Canada's Future**. Demographic Review Secretariat, Health and Welfare Canada, 1989.

2 **Current Demographic Analysis: Report on the Demographic Situation in Canada - 1986.** Statistics Canada, May 1987, p. 51.

3 This low level may be explained in part by an economic recession beginning in 1983 which prompted Canada to limit immigration to protect its domestic labour force. Immigration in this category remained at a low level until November 1985 when the policy decision to increase immigration levels was announced.

4 **Annual Report to Parliament on Future Immigration Levels, 1989**. Employment and Immigration Canada, 1989.

Between the 1981 and 1986 censuses, Canada experienced a growth rate of 0.84%[5] - the lowest rate in recent history. Since the 1950s there has been a progressive decline in Canada's population growth rate. In the 1950s, it was 3%, it fell to 2% in the 1960s, and fell again to 1.3% in the 1970s. Underlying this decrease in the population growth of the nation is a significant shift in the determinants of population growth -- the birth rate and immigration.

In the 1960s and 1970s, the decline in Canada's population growth was due primarily to a rapid decline in the birth rate which stabilized in the 1980s at 1.7% -- below the population's ability to replace itself. This placed an even greater importance on immigration as a source of population growth. With no evidence to suggest that the present birth rate will rise, immigration could increase in importance in future population growth.

While relying greatly on immigration, Canada had restricted immigration from certain countries up until the 1960s. Canada's early years of large-scale immigration was restricted mainly to immigrants from Britain, France, and the United States. Later, Canada welcomed immigrants from the rest of Europe, who were the next preferred. Although Europeans and Americans constituted a minority of the world's population, they represented over 85% of post-World War II immigrants to Canada. Immigrants from Africa, Asia, Latin America and the Caribbean were the least preferred. The country's immigration policies were designed to ensure that a minimum of these migrants entered Canada.

These preferences remained in Canada's immigration legislation up to the 1960s when dramatic changes were made to the immigration legislative framework in 1962 and again in 1967. In 1962, country of origin was removed as an explicit factor in the selection of immigrants. A point-system was created in 1967 and was touted as an objective way to select immigrants other than on the basis of country of origin. However, many argue that race was the criteria actually screened for when using country of origin and that race continues to be a factor in the selection of immigrants[6]. In any case, as a result of these reforms, the number of immigrants from Africa, Asia, Latin America and the Caribbean dramatically increased.

The changes in the legislative restrictions on immigration have had a significant impact on the ethnic, racial, and linguistic composition of Canada as a whole, and particularly Ontario, the preferred province, and Metropolitan Toronto, the preferred city of immigrants to Canada.

---

[5] **Current Demographic Analysis: Report on the Demographic Situation in Canada - 1986**. Statistics Canada, May 1987, p.1.

[6] See Winston Mattis, **"Canadian Immigration Policy: More of the Same"**, to be published in 1990; and, Vic Satzevic, **"Racism and Canadian Immigration Policy: The Government's View of Caribbean Migration, 1962-1966"**, Canadian Ethnic Studies, XXI, 1, 1989.

In the latter part of the 19th century, the Toronto region was almost exclusively comprised of people of British origin. Other ethnic groups made up less than 10% of the Toronto CMA population up until 1911. By 1941 the non-British component of Toronto was 22%, and by 1951 it was 31%. People of non-British origin represented just over 39% of Toronto CMA's population in 1961, 43% in 1971, and 53% in 1981. By 1986, the non-British population of Toronto CMA had increased to about 61%.

Following the changes in Canada's immigration policies, in addition to the construction of a federal multiculturalism policy, Toronto's racial minority communities began to grow. The most notable of these groups, in the early 1970s, were the East Asians and West Indians. More recently, Toronto's African and Latin American communities have grown significantly, with a similar increase in immigrants from South Asian countries. While racial minorities in Metropolitan Toronto in 1961 represented a negligible proportion of the population, they represented about 21% of the population in 1986[7]. With about 71% of Toronto's immigrants coming from the developing world, the population of racial minorities in Metro Toronto is expected to increase consistently over the years.

As immigrants continue to settle in Metro, they continue to change the make-up of the city by settling in communities by ethnic group. Distinct ethnic communities have developed in Metropolitan Toronto as is the case in all large cities receiving immigrants. Italians have established communities in the Oakwood-St. Clair area, northwest Toronto, and the northwest areas of North York. The Chinese have settled in the northeast parts of North York, parts of Scarborough, and in downtown Toronto in "China Town". The West Indians have settled in the Jane-Finch area of North York, and the Eglinton-Marlee area. The Greeks and Macedonians have settled in the Danforth strip while the Portuguese have settled in the College-Ossington area. There is also a growing Spanish-speaking community in North York. Newer groups to Metro Toronto will also create new ethnic communities throughout the municipality.

So, as Canada continues to receive immigrants, Toronto's immigrant populations will continue to grow. As the ethnicity of immigrants continues to be mainly non-British and non-European, Toronto's ethnic and racial composition will continue to change and increase in diversity. And, as these changes occur, public institutions must also change to accommodate the various cultural and linguistic differences and needs of their clients, as well as the resulting societal changes.

---

[7] **Population by Visible Minority Population, 1986**. (1986 Census, Statistics Canada), Ethnocultural Database, Ministry of Citizenship.

1.2 Immigration to Metropolitan Toronto

For the past four decades, immigration to Canada has become an increasingly urban, rather than national, phenomenon. In 1988, approximately 60% of immigrants to Canada were destined to three cities -- Toronto, 35%, Montreal, 14%, and Vancouver, 11%[8]. Immigrants' preference for settling in Toronto has resulted in the immigrant population constituting a greater proportion of Toronto CMA's population than of any other Canadian CMA (see Table 1).

Between 1972 and 1988, Ontario was the intended destination of over 1 million immigrants; 50% of Canada's immigrants during that period. Metropolitan Toronto was the intended destination of 60% of Ontario's immigrants (Table 2), about 30% of Canada's immigrants[9].

While Europe, particularly the United Kingdom, historically contributed the majority of immigrants in Metro Toronto, between 1980 and August 1989, only 25% of Toronto's immigrants were from Europe, and only 7% were from the United Kingdom (Table 3). Twenty years ago, in 1970, Europe contributed 56% of Metropolitan Toronto's immigrants, while the United Kingdom contributed 21% (Table 7).

Between January and August 1989, 71% of Toronto's immigrants were from Africa, Asia, Latin America and the Caribbean. These immigration patterns reflected a continuing trend -- the growing shift from Europe to the developing world as major sources of Canada's immigrants. It is expected that these trends will continue and concurrently affect Metropolitan Toronto, culturally, racially, and linguistically.

Other Developments in Immigration

> Canada's Employment and Immigration Commission estimates the level of immigration to Canada for 1989 to be between 150,000 and 160,000. The federal government has set a planning range of 165,000 to 175,000 immigrants in 1990[10].
>
> The federal government has recently announced a five-year immigration plan which will increase immigration levels to 220,000 in 1991 and 250,000 for each year between 1992 to 1995.

---

[8] **Immigration to Ontario: A Statistical Overview**. Employment and Immigration Canada, 1989.

[9] Despite the large number of immigrants entering Canada, not all settle in Canada permanently. Warren Kalbach, a University Toronto demographer estimates that between 43% and 50% of Canada's international emigrants during a 10 year period were Canadian residents at the beginning of that period. The other 50% to 57% were immigrants during that period.

[10] **Annual Report to Parliament on Future Immigration Levels, 1989**. Employment and Immigration Commission, 1989.

> The immigrant flow from Hong Kong, the leading source country of immigration to Canada in 1988, is likely to increase as 1997 approaches.

> Pressures will mount on Canada to increase immigration and refugee targets as Europe closes its doors to these migrants, and as the number of refugees world-wide increases.

> The refugee flow from Eastern Europe is likely to decrease as the region undergoes political liberalization.

Highlights from the Data

. Despite an increase in number of 103,755, the immigrant population declined slightly as a proportion of Toronto CMA's population, from 38% of the population in 1981 to 36% in 1986 (Table 1).

  This slight decline in proportion was the result of the population of Toronto CMA growing at a faster rate than the immigrant population. While the number of immigrants increased by 9%, the population of Toronto CMA increased at a faster rate, 14%, through a combination of internal migration as well as fertility. Still, immigration contributed almost one-third of Toronto CMA's growth between 1981 and 1986.

. Ontario traditionally receives about one-half of Canada's immigrants. Metropolitan Toronto historically receives about one-half of Ontario's figure but has recently received up to 65% of Ontario's annual immigration (see Table 2).

. Since the 1986 Census (January 1987 to August 1989), Metropolitan Toronto has been the intended destination of about 154,000 immigrants. About 74% of those immigrants have been from Africa, Asia, Latin America and the Caribbean.

. The region contributing the most to Toronto's immigration was Asia which contributed 44% or 151,054 of the 344,386 people reportedly destined for Metropolitan Toronto in the 1980s:

  - In 1970, immigrants from Asia represented 13% of Toronto's immigrants; in 1988, they represented 52% (see Tables 4 to 7);

  - In 1988, Hong Kong was the leading source country for immigrants with 11,578 immigrants destined to Metro. The country ranked second contributed a fraction of this number (India with 3,163 immigrants).

. The source countries of Metropolitan Toronto's immigrants have changed significantly since 1968 (Table 9)[11]:

- in 1968, 8,667 immigrants came to Toronto from England; in 1988, this figure had declined to 1,848;

- in 1968, Toronto received 2,840 immigrants from the United States; in 1988, this number had decreased to less than half that number, 1,080;

- conversely, while only 1,404 immigrants to Toronto came from Hong Kong in 1968, Hong Kong was the leading source country in 1988 with 11,578 immigrants destined for Toronto;

- while only 4 immigrants came from Vietnam and 3 from El Salvador in 1968, these numbers grew to 1,307 and 460 respectively in 1988.

. The immigration patterns for January to August 1989 are consistent with that of the rest of the 1980s. In the first eight months of 1989:

- 4% of Metro's immigrants were from the United Kingdom;

- 25% were from all of Europe;

- 73% were from Africa, Asia, Latin America, and the Caribbean;

- 50% were from Asia. (Table 4)

. In 1986, 59% of Ontario's immigrant population lived in Metropolitan Toronto, compared to 38% of the total provincial population. These figures show that, overall, immigrants have a definite preference for settling in Metropolitan Toronto than in other parts of the province.

. Immigrants show varying preferences for settling in Toronto by source country and over time:

- in 1989, while 39% of immigrants to Ontario from the United States were destined to Toronto, 41% from Central America, and 49% of European immigrants were destined to Toronto. 72% of African and 74% of South American immigrants chose Toronto as their city of destination (Table 4);

- 55% of the immigrants in 1970 destined for Ontario were destined to Metropolitan Toronto. In 1988, this figure had increased to 63% (Tables 5 and 7).

---

[11] These figures include immigrant landings only, and do not include refugee claimants.

- Immigrants aged 19 to 44 years have maintained approximately a one-half share of immigrant landings to Ontario since 1980. Their share has gradually increased from 49% in 1980 to 58% in 1987 (Table 10.a).

  Immigrants over 45 years of age have gradually decreased as a proportion of immigrant landings, from 20% in 1980 to 15% in 1987.

  Immigrants under 18 years of age have represented about one-quarter of immigrant landings to Ontario.

- While there is generally an equal male-female split in immigrant landings, females constitute a greater proportion of immigrants over 45 years of age. Women represent 59% of those between 45 and 64 years, and 57% of those over 65 years (Table 10.b).

Implications

> The data on immigration to Metropolitan Toronto by source country and region provides a clear picture of the dramatic changes which have occurred over the years. Metro is becoming increasingly more ethnically, racially, and linguistically diverse as more of its immigrants come from Africa, Asia, Latin America, and the Caribbean.

> The risk of racial tension and conflict increases in proportion to the representation of racial minorities within the population. Consequently, with the increasing proportion of racial minorities in Metropolitan Toronto there may also be a corresponding rise in racial intolerance.

> Metropolitan Toronto remains the primary reception area of immigrants to Canada, even as the cost of living in Metro continues to increase. In fact, the attraction of immigrants to Metro has increased over the years. In 1988, 63% of immigrants to Ontario were destined for Metropolitan Toronto, compared with 49% in 1980.

> Metro's traditional immigrant groups (i.e. European) have established communities and community organizations which provide services, both formally and informally, to the newer immigrants. The non-traditional immigrants lack these established communities and community-based services. These communities may therefore rely more on the various levels of government for the provision of many social services until their communities and community-based organizations establish themselves.

> The increase in non-traditional immigrants from increasingly diverse cultural groups increases the need in institutions and organizations (i.e. child care programs, public schools, hospitals) for translation services, culturally appropriate social services, and multicultural and race relations policies.

> The rising number of international immigrants, while helping to ease labour shortages and inflationary pressures in Canada, also increases the pressures for affordable housing in Metro[12].

[12] **Ontario Demographics**, Ontario Ministry of Treasury and Economics.

Immigrants as a Percentage of Population of Canada's 10 Largest CMAs 1981 and 1986

Table 1

CMA		Total Population	Immigrants	
			#	% of Total Population
Toronto	1986	3,399,680	1,233,095	36.3
	1981	2,975,495	1,129,340	38.0
Montreal	1986	2,921,360	459,490	15.7
	1981	2,798,045	450,660	16.1
Vancouver	1986	1,380,730	391,845	28.4
	1981	1,250,610	370,240	29.6
Ottawa-Hull	1986	819,265	110,120	13.4
	1981	711,920	98,545	13.8
Edmonton	1986	785,465	143,005	18.2
	1981	650,895	128,060	19.7
Calgary	1986	671,325	138,295	20.6
	1981	587,020	124,105	21.1
Winnipeg	1986	625,305	111,995	17.9
	1981	578,625	110,915	19.2
Quebec City	1986	603,265	13,660	2.3
	1981	569,005	12,255	2.2
Hamilton	1986	557,025	134,480	24.1
	1981	537,645	140,240	26.1
St. Catherines-Niagara	1986	343,255	70,140	20.4
	1981	301,565	66,280	22.0

Source: 1986 Census of Canada.
1981 Census of Canada.

Immigrant Landings by Intended Destination
1972 to 1988

Table 2

Year	Intended Destination				
	Canada	Ontario		Metro Toronto	
		#	%	#	%
1972	122,006	63,805	52.3	34,911*	54.7
1973	184,200	103,187	56.0	64,309*	62.3
1974	218,465	120,115	55.0	75,246*	62.6
1975	187,881	98,471	52.4	60,417*	61.4
1976	146,429	72,031	48.2	43,978*	61.1
1977	114,914	56,594	49.2	35,114*	60.3
1978	86,313	42,397	49.1	26,158*	61.7
1979	112,096	51,947	46.3	26,542	51.1
1980	143,117	62,257	43.5	30,726	49.4
1981	128,615	54,890	42.7	29,338	53.4
1982	121,147	53,031	43.9	28,163	53.0
1983**	89,157	40,036	44.9	22,216	55.5
1984	88,199	41,527	47.1	27,197*	65.5
1985	84,302	40,730	48.3	23,622	58.0
1986	99,219	49,630	50.0	29,564	59.6
1987	152,098	84,807	55.8	55,184	65.1
1988(P)	159,437	87,844	55.1	55,210	62.9
Total	2,237,595	1,123,299	50.2	667,895	59.5

* Toronto and surrounding areas.

** The numbers show a decrease in 1983 when the federal government imposed a restriction on the selected worker immigrant category in May 1982 in response to the employment difficulties associated with the recession. Immigration in this category remained at a low level until November 1985 when the policy decision to increase immigration levels was announced.

(P) Preliminary data.

Source: Ethnocultural Data Base, Ministry of Citizenship.

Immigrants Destined to Metropolitan Toronto
by Country/Region of Last Permanent Residence
January 1980 to August 1989

Table 3

Country/Region of Last Permanent Residence	Total Immigration Jan. 1980 to Aug. 1989	
	#	%
Europe	86,719	25.2%
United Kingdom	23,501	6.8%
Other Europe	63,218	18.4%
Africa	18,203	5.3%
Asia	151,054	43.9%
Australasia	1,247	0.4%
Central America	7,662	2.2%
United States	12,439	3.6%
Caribbean and Guyana	53,707	15.6%
South America	11,996	3.5%
Oceania and Other Pacific Islands	1,308	0.4%
Other	51	0.01%
Total	344,386	100.0%

Source: **Permanent Residents, Country of Last Permanent Residence by Selected Area of Destination and Province.** 1980 to 1989 Data. Employment and Immigration Canada.

Country/Region of Last Permanent Residence of Immigrants Destined to Metropolitan Toronto and Ontario January to August 1989

Table 4

Country/Region of Last Permanent Residence	Destination			
	Metropolitan Toronto			Ontario
	#	% of Ont.	% of Total	#
Europe	10,667	49.3	24.7	21,641
United Kingdom	1,727	41.6	4.0	4,155
Other Europe	8,940	51.1	20.7	17,486
Africa	3,018	72.0	7.0	4,189
Asia	21,426	70.2	49.6	30,527
Australasia	106	51.2	0.2	207
Central America	664	41.0	1.5	1,621
United States	850	38.5	2.0	2,208
Caribbean and Guyana	4,604	70.0	10.7	6,591
South America	1,691	73.6	3.9	2,297
Oceania and Other Pacific Islands	144	71.6	0.3	201
Total	43,170	62.1%	100.0%	69,482

Source: **Permanent Residents, Country of Last Permanent Residence by Selected Area of Destination and Province.** August 1989 (Preliminary Data). Employment and Immigration Canada.

Country/Region of Last Permanent Residence of Immigrants Destined to Metropolitan Toronto and Ontario January to December 1988

Table 5

Country/Region of Last Permanent Residence	Destination			
	Metropolitan Toronto			Ontario
	#	% of Ont.	% of Total	#
Europe	12,116	48.8	21.9	24,820
United Kingdom	2,837	44.7	5.1	6,353
Other Europe	9,279	50.2	16.8	18,467
Africa	3,612	72.1	6.5	5,008
Asia	28,812	71.1	52.2	40,544
Australasia	137	48.4	0.2	283
Central America	1,065	40.6	1.9	2,624
United States	1,080	43.0	2.0	2,514
Caribbean and Guyana	6,356	72.4	11.5	8,774
South America	1,779	70.8	3.2	2,513
Oceania and Other Pacific Islands	253	74.0	0.5	342
Total	55,210	63.2%	100.0%	87,422

Source: **Permanent Residents, Country of Last Permanent Residence by Selected Area of Destination and Province.** January to December 1988 (Preliminary Data). Employment and Immigration Canada.

Country/Region of Last Permanent Residence of Immigrants Destined to Metropolitan Toronto and Ontario January to December 1987

Table 6

Country/Region of Last Permanent Residence	Destination			
	Metropolitan Toronto			Ontario
	#	% of Ont.	% of Total	#
Europe	12,646	53.2	22.9	23,781
United Kingdom	2,343	37.7	4.2	6,223
Other Europe	10,303	58.7	18.7	17,558
Africa	3,459	74.1	6.3	4,668
Asia	22,960	69.3	41.6	33,135
Australasia	171	57.0	0.3	300
Central America	1,443	49.1	2.6	2,937
United States	1,554	40.9	2.8	3,8.4
Caribbean and Guyana	10,489	80.9	19.0	12,972
South America	2,172	77.4	3.9	2,805
Oceania and Other Pacific Islands	290	71.8	0.5	404
Total	55,184	65.1%	100.0%	84,806

Source: **Landed Immigrants, Country of Last Permanent Residence by Selected Area of Destination and Province**. January to December 1987 (Final Data). Employment and Immigration Canada.

Country/Region of Last Permanent Residence of Immigrants Destined to Metropolitan Toronto and Ontario January to December 1970

Table 7

Country/Region of Last Permanent Residence	Destination			
	Metropolitan Toronto			Ontario
	#	% of Ont.	% of Total	#
Europe	25,029	55.4	56.1	45,148
United Kingdom	9,224	54.2	20.7	17,011
Other Europe	15,805	56.2	35.5	28,137
Africa	750	55.2	1.7	1,358
Asia	5,686	57.6	12.8	9,873
Australasia	1,119	59.1	2.5	1,895
Central America	100	29.9	0.2	334
United States	3,420	33.8	7.8	10,130
Caribbean and Guyana	7,332	72.1	16.4	10,170
South America	1,055	64.4	2.4	1,639
Oceania and Other Pacific Islands	84	64.1	0.2	131
Total	44,575	55.3%	100.0%	80,678

Source: **Landed Immigrants, Country of Last Permanent Residence by Selected Area of Destination and Province**. January to December 1970 (Final Data). Employment and Immigration Canada.

Immigrant Landings by Country of Last Permanent Residence by Rank and Total Number Ontario 1988, 1987 and 1968

Table 8

Country	Rank 1988	1988	1987	1968
Hong Kong	1	13,275	8,701	2,551
Poland	2	6,481	4,558	689
India	3	5,698	5,187	1,505
Portugal/Azores	4	4,960	6,265	5,289
Philippines	5	4,466	3,719	1,389
England	6	4,336	4,404	15,899
Jamaica	7	3,383	4,744	2,347
United States	8	2,936	3,804	8,250
Vietnam	9	2,658	2,427	22
Guyana	10	2,514	5,561	620
Iran	11	1,937	1,505	63
Trinidad and Tobago	12	1,831	1,384	1,353
Sri Lanka	13	1,714	2,094	44
China	14	1,309	1,213	105
El Salvador	15	1,165	1,468	12

Source: **Immigrant Landings: Country of Last Permanent Residence by Selected Area of Destination and Province.** Employment and Immigration Canada. 1988 (Preliminary Data), 1987 (Final Data), 1968 (Final Data).

Immigrant Landings by Country of Last Permanent Residence
Metropolitan Toronto
1988, 1987 and 1968

Table 9

Country	Rank 1988	1988	1987	1968
Hong Kong	1	11,578	7,349	1,404
India	2	3,163	3,179	824
Poland	3	3,151	2,317	343
Philippines	4	3,115	2,593	760
Portugal/Azores	5	2,762	4,665	3,485
Jamaica	6	2,600	4,026	1,929
Guyana	7	1,907	4,703	384
England	8	1,848	1,634	8,667
Sri Lanka	9	1,320	2,094	22
Vietnam	10	1,307	1,094	4
Trinidad and Tobago	11	1,248	920	938
Iran	12	1,229	1,090	35
United States	13	1,080	1,554	2,840
China	--	946	893	36
El Salvador	--	460	726	3

Source: **Immigrant Landings: Country of Last Permanent Residence by Selected Area of Destination and Province**. Employment and Immigration Canada. 1988 (Preliminary Data), 1987 (Final Data), 1968 (Final Data).

Immigrants by Age Group
by Year of Immigration
Ontario
1980 to 1987

Table 10.a

Year of Immigration	Total	Age Group					
		Under 19 years		19 to 44 years		45 and over	
		#	%	#	%	#	%
1980	61,950	18,929	30.4	30,482	49.0	12,539	20.1
1981	54,890	15,143	27.6	27,466	50.0	12,281	22.4
1982	53,031	13,908	26.2	27,748	52.3	11,375	21.4
1983	40,036	9,592	24.0	20,600	51.5	9,844	24.6
1984	41,527	9,820	23.6	21,982	52.9	9,725	23.4
1985	40,730	9,875	24.2	22,013	54.0	8,842	21.7
1986	49,630	12,313	24.8	28,147	56.7	9,170	18.5
1987	84,798	23,344	27.5	49,006	57.8	12,448	14.7
Total	426,592	112,924	26.5%	227,444	53.3%	86,224	20.2%

Source: **Immigration Statistics, 1987.** Employment and Immigration Canada.

Immigrant Landings by Age and Gender
Metropolitan Toronto
1986

Table 10.b

Age Group	Total		Gender			
			Male		Female	
	#	%	#	%	#	%
Under 5	1,080	3.7%	556	51.0%	524	49.0%
5 to 16	4,605	15.6%	2,379	51.6%	2,226	48.3%
17 to 21	3,348	11.3%	1,659	49.6%	1,689	50.4%
22 to 44	15,119	51.1%	7,540	49.9%	7,579	50.1%
45 to 64	3,889	13.2%	1,586	40.8%	2,303	59.2%
65 and over	1,523	5.2%	656	43.1%	867	56.9%
Total	29,564	100.0%	14,415	48.8%	15,149	51.2%

Source: **Immigrant Landings to Ontario: Community Profile - Toronto (Metro). January 1 to December 31, 1986.** Ethnocultural Data Base, Ministry of Citizenship.

1.3 Future Trends: The Racial Composition of Metropolitan Toronto in the Year 2001

As the data in the following sections detail, the proportion of racial minorities in the Toronto CMA has grown from less than 3% of the population at the time of the 1961 Census, to 17% at the time of the 1986 Census[13] (see Section 2.3). The proportion of racial minorities in Metropolitan Toronto was even higher -- 21% in 1986[14].

This section will estimate the proportion of racial minorities in Metropolitan Toronto in the year 2001. The methods used provide rough estimates of the racial minority population in the year 2001, using the population projections of the Ontario Ministry of Treasury and Economics[15] (MTE), which have proven to be quite accurate. The reference scenario used for this analysis assumes medium levels of fertility, mortality, and migration (the reader is referred to the publication for further details).

Migration

As Table 11 shows, international migration will remain a major source of population growth over the next 10 years. The projected figures for international migration used by MTE fluctuate from year to year, but from 1986 to 1995 they assume immigration to Canada to be over 100,000, while from 1995 onward, annual figures of over 140,000 annually are projected[16].

In total, MTE projects that Metro will receive 473,000 international migrants between 1986 and 2001. If the trend for the 1980s continues, about 70.5% of Metropolitan Toronto's immigrants will be racial minorities (i.e. those from Africa, Asian, Latin America and the Caribbean[17]). About 333,500 of the international migrants settling in Metro between 1986 and 2001 will therefore be racial minorities.

---

[13] **Employment Equity Availability Data.** Employment and Immigration Canada, 1989.

[14] **Population by Visible Minority Population, 1986.** (1986 Census, Statistics Canada). Ethnocultural Database, Ministry of Citizenship.

[15] **Population Projections for Regional Municipalities, Counties and Districts of Ontario to 2011.** Ministry of Treasury and Economics, July 1989.

[16] While the actual numbers of immigrants to Canada in 1986 were just under 100,000, immigrants to Canada in 1987 and 1988 were over 150,000. In 1989, there were over 160,000 immigrants. Given these figures, and the new five-year immigration levels announced by Employment and Immigration, MTE projections may prove to be low.

[17] Although not all of those immigrating from these regions will be racial minorities, we are assuming that the number of whites immigrating from predominately non-white countries will approximate the number of racial minorities arriving from predominately white countries and regions (i.e. Europe, the United States, and Australia).

MTE also estimates that about 119,000 residents of Metropolitan Toronto will move to destinations outside Canada. Warren Kalbach, of the University of Toronto, estimated that between 43% and 50% of Canada's international emigrants during a 10 year period were Canadian residents at the beginning of that period with the other 50% to 57% being immigrants during that period[18]. We will therefore estimate that 50% of the estimated emigrants between 1986 and 2001 were residents of Metro at the time of the 1986 Census. Therefore, of the 119,000 estimated emigrants, we estimate that 59,500 were Metro residents in 1986. We also estimate that racial minorities would emigrate in the same proportion that they are represented in the Metro Toronto population. 20.7% (or 12,300) of these emigrants from Metro Toronto are therefore estimated to be racial minorities.

The other 59,500 that are estimated to emigrate would therefore be recent immigrants (those entering Canada between 1986 and 2001), 70.5% (or 41,900) of whom are estimated to be racial minorities.

In total, therefore, Metro is expected to experience an estimated loss of 54,200 racial minorities due to international emigration.

MTE estimates that about 295,000 people will settle in Metro from other Canadian provinces. We assume that racial minorities will settle in Metro in the same proportion to which they are represented in Canada, outside of Ontario, 5.0%. This would result in an additional 14,800 racial minorities in Metropolitan Toronto between 1986 and 2001. However, Metro may lose about 41,600 racial minorities, 20.7% of the estimated 201,000 Metro residents that will move to other provinces, resulting in a net loss of racial minorities due to migration between provinces.

A net loss for intraprovincial migration (those moving within Ontario) is also estimated. These movements are estimated to result in a net loss of 361,000 residents for Metro. Because a breakdown of migration into and out of Metro was unavailable, and since out-migration exceeds in-migration by a significantly large number, we will calculate the net loss of racial minorities to be in the proportion to which they are represented in Metro, 20.7%. This may slightly under estimate the racial minority population as it does not account for those moving into Metro. However, the majority of racial minorities moving out of Metro will be replaced by whites moving into Metro from other areas of the province. Metro may therefore lose up to 74,700 more racial minorities who migrate to other areas of Ontario.

In total, Metropolitan Toronto, may therefore experience a net gain of about 177,600 racial minorities due to migration.

---

[18] **The Effect of Immigration on Population**. Information Canada: Ottawa, 1974; p. 41.

Natural Increase

MTE estimates that Metro Toronto will see an increase of 424,200 residents due to births. At the time of the 1986 Census, 22% of children (under the age of 15) were racial minorities (see Section 4.2). We will therefore estimate that 22% of the new births between 1986 and 2001 will be racial minorities. This would result in the natural increase of racial minorities of 93,300.

MTE has estimated that Metro will see a decrease of 270,200 due to deaths. We have assumed that the mortality of racial minorities would be in the same proportion to which they are represented in the population over 65 years in Metropolitan Toronto 9.2%[19]. The racial minority population will therefore decline by an estimated 24,900 due to mortality.

In total, we estimate that Metropolitan Toronto will see a net natural increase of 154,000 between 1986 and 2001 -- 68,400 of this increase being racial minorities.

Overall, therefore, the population of Metropolitan Toronto will see a net increase to its 1986 population of 241,000, while the racial minority population will increase by 246,200.

A larger proportion of those moving into Metro Toronto (primarily from areas outside of Canada), and a significant proportion of births, will be racial minorities. Smaller proportions of racial minorities will be lost through emigration or mortality. The population of racial minorities in Metro will therefore increase at a disproportionately higher rate than the total population.

The two-way nature of migration will significantly reduce the impact of immigration on Metro's population growth. The numerical impact of immigrants on Metro's population will be reduced as Canadian residents and immigrants move to other areas of the Toronto CMA, Canada, and the world. This movement will also reduce the impact of immigration on the growth of the racial minority population. As racial minorities move out of Metro, they will be replaced by migrants from other parts of Canada, the majority of which will be white.

---

[19] This assumption does have its problems which could only be resolved by obtaining a breakdown of the mortality figures by age, which were unavailable. While the elderly would have higher rates of mortality, racial minorities make up a lesser proportion of the elderly population than of the total population. Not all who die are elderly, but they die at a lower rate.

Because data were not available to make adjustments, the assumption that the mortality of racial minorities would be in the same proportion to which they are found in the Metro population over the age of 65 (9.2%) was used.

In the year 2001, MTE estimates the population of Metro Toronto to be 2,436,650, increasing by 243,930 persons after 1986[20]. **We estimate that the racial minority population will climb from 445,615 in 1986 to an estimated 691,815 -- increasing from 20.7% of the population in 1986 to 28.4% in the year 2001.**

Implications

> The risk of racial tension and conflict increases in proportion to the representation of racial minorities within the population. Consequently, with the increasing proportion of racial minorities in Metropolitan Toronto there may also be a corresponding rise in racial intolerance.

> The increasing racial minority population in Metropolitan Toronto raises a variety of issues regarding institutional change to accommodate and reflect the changing racial composition of Metro. Current issues include police-community relations, and employment and education equity.

---

[20] This figure is slightly higher than the previous figure of 241,000 due to the rounding of the components comprising the 241,000 projection.

Population Projections for Racial Minorities
Metropolitan Toronto
1986 to 2001

Table 11

Component of Population Change	MTE Projected Figure *	Proportion Racial Minorities**	Total Racial Minorities
International Immigration	473,000	70.5%	333, 500
International Emigration	- 119,000		- 54,200
Canadian residents	- 59,500	20.7%	- 12,300
Immigrants	- 59,500	70.5%	- 41,900
Interprovincial Migration	295,000	5.0%	14,800
Interprovincial Emigration	- 201,000	20.7%	- 41,600
Net Intraprovincial Migration	- 361,000	20.7%	- 74,700
Net Migration	**87,000**		**177,800**
Births	424,200	22.0%	93,300
Deaths	- 270,200	9.2%	- 24,900
Net Natural Increase	**154,000**		**68,400**
Total Population Change	**241,000**		**246,200**

* Source: **Population Projections for Regional Municipalities, Counties and Districts of Ontario to 2011.** Ministry of Treasury and Economics, July 1989.

** Our estimates.

All projections are rounded to the nearest hundred.

2. The Ethnic, Racial, and Linguistic Composition of Metropolitan Toronto

2.1 Population of Metropolitan Toronto by Ethnicity

Highlights from the Data

- The increase in immigration from non-traditional source countries has significantly changed the ethnic composition of many cities across Canada, particularly Metropolitan Toronto. 96% of Toronto CMA's population in 1961 was of European origin. In 1986, 82% of the Metro population reported roots in Europe (single and multiple origins).

  - In 1961, 61% of Toronto CMA's population was of British origin, 8% of Italian origin, 4% German origin, and 3% French (Table 12).

  - Only 1% of Toronto CMA's 1961 population was of Asian origin (with 3% being "Other" or not stating their ethnic origin).

  In 1986, the ethnic composition of Toronto CMA was more diverse:

  - 39% of the population was of British origin (single and multiple origins), 9% Italian (single origin), 2% German (single), and 5% French (single and multiple);

  - In total, 82% reported a European origin (single and multiple);

  - 9% reported single Asian origins and 3% reported single African (Black, Caribbean, African Black) origins.

- The recent shift in immigration source countries has resulted in the immigrant populations from the developing world having greater proportions of recent immigrants than the immigrant populations from Europe:

  - while 65% of European immigrants in the Toronto CMA came to Canada before 1966, the majority of non-Europeans entered Canada after 1966: 89% of Africans; 90% of South Americans; and 89% of West Indians (Table 13).

. The increased diversity of Toronto CMA has affected the municipalities of Metropolitan Toronto differently (Table 14):

- One-third of East York's population is of British origin, 5% are Chinese, and 4% are of South Asian origin.

- 28% of Etobicoke's population was of British origin, 11% Italian, 4% South Asian.

- North York has the lowest proportion of people of British origin -- only 21% identified themselves as being of British origin. While North York has 16% of the Toronto CMA population, it has 54% of the Jewish population, and 29% of the Italian population, and 5% of the Portuguese population.

- Scarborough had 14% of the Toronto CMA population, yet had 22% of the South Asian population and 24% of the Chinese population. 31% of Scarborough's population was of British origin, 6% Chinese, 5% Italian, and 5% South Asian.

- While 18% of the Toronto CMA population resided in the City of Toronto, the city had 51% of the Portuguese and 32% of the Chinese populations. The population was 23% British, 6% Italian, 7% Chinese and 8% Portuguese.

- Italians represented the greatest proportion of the City of York's population than any other ethnic group (aside from the British) in any other municipality. 18% of York's population was Italian, while 22% were British.

Implications

> Metropolitan Toronto is becoming increasingly ethnically and racially diverse. This will impact upon the provision of services which come under increasing pressure to be racially sensitive and culturally appropriate.

> This change in the ethnic composition will also impact upon the ethnic and race relations climate since the newest and fastest growing ethnic groups are also racial minorities.

Population by Selected Ethnic Origin
Toronto CMA
1961 and 1986

Table 12

Ethnic Origin	1961		1986	
	#	%	#	%
Total Population	**1,824,481**	**100.0%**	**3,399,680**	**100.0%**
Single Responses**	**1,824,481**	**100.0%**	**2,446,815**	**72.0%**
British	1,107,203	60.7	968,190	28.5
French	61,421	3.4	65,140	1.9
German	80,300	4.4	72,710	2.1
Italian	140,378	7.7	292,215	8.6
Other European	358,631	19.7	573,685	18.0
Total European Origin	**1,747,933**	**95.9%**	**1,971,940**	**59.2%**
Chinese	--		126,340	3.7
South Asian	--		106,045	3.1
Filipino	--		37,140	1.1
Korean	--		14,305	0.4
Japanese	--		12,725	0.4
Vietnamese	--		10,275	0.3
Other Asian	--		2,725	0.08
Total Asian Origin	**20,534**	**1.1%**	**309,555**	**9.1%**

cont'd

Table 12 cont'd

Ethnic Origin	1961		1986	
	#	%	#	%
Black	--		89,520	2.6
Caribbean Origin	--		25,570	0.8
African Black	--		1,425	0.04
Total African Origin	**--**		**116,515**	**3.4%**
Other Single Origins	**56,014**	**3.1%**	**48,800**	**1.4%**
Multiple Origins	**--**		**952,865**	**28.0%**
British Only			340,740	10.0
British and Other			309,385	9.1
British and French			116,540	3.4
Other Multiple Origins			186,210	5.5

** Only single origin responses were allowed in the 1961 Census.

-- Numbers were not reported.

Source: 1961 Census of Canada.
1986 Census of Canada.

Immigrant Population by Selected Country/Region of Birth
by Period of Immigration
Toronto CMA
1986

Table 13

Country/Region of Birth		Period of Immigration			
		Total	Before 1966	1967 to 1982	1983 to 1986
Europe	#	736,605	475,455	242,245	19,060
	%	100.0%	64.5%	32.9%	2.3%
United Kingdom	#	214,410	138,435	72,260	3,705
	%	100.0%	64.6%	33.7%	1.7%
Other Europe	#	522,195	337,020	169,985	15,355
	%	100.0%	64.5%	32.6%	2.9%
Africa	#	33,660	3,725	26,520	3,420
	%	100.0%	11.1%	78.8%	10.2%
Asia	#	242,825	21,175	181,090	40,555
	%	100.0%	8.7%	74.6%	16.7%
Caribbean & Guyana	#	144,235	15,505	117,230	11,485
	%	100.0%	10.7%	81.3%	8.0%
South America	#	19,560	1,720	16,040	1,795
	%	100.0%	8.8%	82.0%	9.2%
United States	#	38,995	16,010	19,855	3,140
	%	100.0%	41.1%	50.9%	8.1%
Total	#	1,233,090	535,945	613,835	83,315
	%	100.0%	43.5%	49.8%	6.8%

Source: 1986 Census of Canada.

Municipal Populations by Selected Ethnic Origins
1986

Table 14.a

Ethnic Origin *	Municipality					
	Toronto CMA			East York		
	#	%	%	#	%	%
Single Origins	2,446,810	100.0%	72.0%	72,885	3.0%	72.8%
British	968,190	100.0%	28.5%	32,710	3.4%	32.7%
French	65,145	100.0%	1.9%	2,040	3.1%	2.0%
Italian	292,215	100.0%	8.6%	4,025	1.4%	4.0%
Chinese	126,335	100.0%	3.7%	4,985	3.9%	5.0%
Jewish	108,795	100.0%	3.2%	410	0.4%	0.4%
South Asian	106,045	100.0%	3.1%	4,270	4.0%	4.3%
Portuguese	98,085	100.0%	2.9%	725	0.7%	0.7%
Other Single Origins	682,010	100.0%	20.1%	23,730	3.5%	23.7%
Multiple Origins	952,865	100.0%	28.0%	27,290	2.9%	27.2%
Total Population	3,399,680	100.0%	100.0%	100,175	2.9%	100.0%

* See **Notes on the Data** for details.

Source: 1986 Census of Canada.

Municipal Populations by Selected Ethnic Origins
1986

Table 14.b

Ethnic Origin *	Municipality					
	Etobicoke			North York		
	#	%	%	#	%	%
Single Origins	219,430	9.0%	72.9%	432,175	17.7%	78.2%
British	84,770	8.8%	28.2%	113,940	11.8%	20.6%
French	4,945	7.6%	1.5%	8,175	12.5%	1.5%
Italian	32,235	11.0%	10.7%	85,760	29.3%	15.5%
Chinese	4,585	3.6%	1.5%	23,500	18.6%	4.3%
Jewish	725	0.7%	2.4%	59,075	54.3%	10.7%
South Asian	11,090	10.5%	3.7%	20,925	19.7%	3.8%
Portuguese	4,175	4.3%	1.4%	4,650	4.7%	0.8%
Other Single Origins	76,905	11.3%	25.5%	116,145	17.0%	21.0%
Multiple Origins	81,690	8.6%	27.1%	120,190	12.6%	18.5%
Total Population	301,125	8.9%	100.0%	552,365	16.2%	100.0%

* See **Notes on the Data** for details.

Source: 1986 Census of Canada.

Municipal Populations by Selected Ethnic Origins
1986

Table 14.c

Ethnic Origin *	Municipality					
	Scarborough			City of Toronto		
	#	%	%	#	%	%
Single Origins	349,150	14.3%	72.7%	436,980	17.9%	72.2%
British	151,025	15.6%	31.4%	139,080	14.4%	22.5%
French	9,725	14.9%	2.0%	12,575	19.3%	2.1%
Italian	21,580	7.4%	4.5%	35,085	12.0%	5.8%
Chinese	30,125	23.8%	6.3%	40,475	32.0%	6.7%
Jewish	990	0.9%	0.2%	21,325	19.6%	3.5%
South Asian	23,545	22.2%	4.9%	10,150	9.6%	1.7%
Portuguese	4,865	5.0%	1.0%	50,305	51.3%	8.3%
Other Single Origins	107,295	15.7%	22.3%	127,985	18.8%	21.1%
Multiple Origins	131,125	13.8%	27.3%	168,605	17.7%	27.8%
Total Population	480,270	14.1%	100.0%	605,585	17.8%	100.0%

* See **Notes on the Data** for details.

Source: 1986 Census of Canada.

Municipal Populations by Selected Ethnic Origins
1986

Table 14.d

Ethnic Origin *	Municipality		
	York		
	#	%	%
Single Origins	107,400	4.4%	79.9%
British	29,000	3.0%	21.6%
French	2,180	3.3%	1.6%
Italian	24,680	8.4%	18.4%
Chinese	2,100	1.7%	1.6%
Jewish	4,950	4.5%	3.7%
South Asian	2,750	2.6%	2.0%
Portuguese	7,530	7.7%	5.6%
Other Single Origins	34,205	5.0%	25.5%
Multiple Origins	26,970	2.8%	20.1%
Total Population	134,370	4.0%	100.0%

* See **Notes on the Data** for details.

Source: 1986 Census of Canada.

2.2 Population of Metropolitan Toronto by Place of Birth

Highlights from the Data

. In 1986, 41% of the Metropolitan Toronto population was born outside Canada (Table 15):

  - 23% of the population was born in Europe; 6% was born in the United Kingdom;
  - 8% was born in Asia;
  - 5% was born in the Caribbean and Guyana.

. The foreign-born population varies by region of birth and by municipality:

  - 31% of the York population was born in Europe, compared to a low of 17% for Scarborough;
  - 2% of the East York and North York populations was born in Africa, compared with 1% of the other municipalities;
  - while only 6% of the Etobicoke population was born in Asia, 10% of the Scarborough and the City of Toronto population was;
  - 8% of the population of Scarborough was born in the Caribbean and Guyana, while only 3% of the City of Toronto's population was.

. The proportion of foreign-born in the population varies by municipality, from a high of 46% of the City of York's population to a low of 36% of Etobicoke.

Implications

> Higher levels of immigration will significantly add to the immigrant populations in Metro. This will increase the need for the provision of services necessary for immigrant settlement and adaptation.

Municipal Populations by Place of Birth
Metropolitan Toronto
1986

Table 15.a

Place of Birth	Metropolitan Toronto		East York		
	#	% of mun. pop.	#	% of mun. pop.	% of group
Total Population	2,173,890	100.0	100,175	100.0	4.6
Born in Canada	1,291,955	59.4	62,810	62.7	4.9
Born Outside Canada	881,940	40.6	37,370	37.3	4.2
North America	26,375	1.2	945	1.0	3.6
Europe	501,955	23.1	21,450	21.4	4.3
United Kingdom	120,975	5.6	7,700	7.7	6.4
Asia	186,425	8.7	7,750	7.7	4.2
Caribbean and Guyana	11,320	5.1	4,540	4.5	4.1
Africa	26,280	1.2	2,035	2.0	7.7
South America	19,255	1.0	345	0.3	1.8
Australasia	3,435	0.2	100	0.1	2.9
Central America	5,375	0.2	165	0.2	3.1

Source: 1986 Census of Canada.

Municipal Populations by Place of Birth
Metropolitan Toronto
1986

Table 15.b

Place of Birth	Etobicoke			North York		
	#	% of mun. pop.	% of group	#	% of mun. pop.	% of group
Total Population	301,125	100.0	13.9	552,365	100.0	25.4
Born in Canada	192,185	63.8	14.9	307,875	55.7	23.8
Born Outside Canada	108,935	36.2	12.4	244,490	44.3	27.7
North America	2,560	1.0	9.7	6,225	1.1	23.6
Europe	71,765	23.8	14.3	136,970	24.8	27.3
United Kingdom	17,215	5.7	14.2	26,650	4.8	22.0
Asia	16,945	5.7	9.1	49,815	9.0	26.7
Caribbean and Guyana	12,035	4.0	10.8	31,060	5.6	27.9
Africa	2,125	0.7	8.1	10,095	1.8	38.4
South America	2,535	1.0	13.2	7,230	1.3	37.5
Australasia	305	0.1	8.9	960	0.2	27.9
Central America	540	0.2	10.0	1,655	0.3	30.8

Source: 1986 Census of Canada.

Municipal Populations by Place of Birth
Metropolitan Toronto
1986

Table 15.c

Place of Birth	Scarborough			City of Toronto		
	#	% of mun. pop.	% of group	#	% of mun. pop.	% of group
Total Population	480,270	100.0	22.1	605,585	100.0	27.9
Born in Canada	297,945	62.0	23.1	357,850	59.1	27.7
Born Outside Canada	182,330	38.0	20.7	247,740	40.9	28.1
North America	3,565	1.0	13.5	11,970	2.0	45.4
Europe	83,385	17.4	16.6	147,415	24.3	29.4
United Kingdom	32,895	7.0	27.2	30,455	5.0	25.2
Asia	47,935	10.2	25.7	58,075	9.6	31.2
Caribbean and Guyana	37,090	7.7	33.3	17,470	3.0	15.7
Africa	6,640	1.4	25.3	4,360	1.0	16.6
South America	1,685	0.4	8.8	5,300	1.0	27.5
Australasia	685	0.1	19.9	1,295	0.2	37.7
Central America	1,050	0.2	19.5	1,350	0.2	25.1

Source: 1986 Census of Canada.

Municipal Populations by Place of Birth
Metropolitan Toronto
1986

Table 15.d

Place of Birth	York		
	#	% of mun. pop.	% of group
Total Population	134,370	100.0	6.2
Born in Canada	73,295	54.6	5.7
Born Outside Canada	61,075	45.5	6.9
North America	1,115	1.0	4.2
Europe	40,980	30.5	8.2
United Kingdom	6,060	4.5	5.0
Asia	5,910	4.4	3.2
Caribbean and Guyana	9,125	7.0	8.2
Africa	1,025	1.0	3.9
South America	2,165	1.6	11.2
Australasia 100	0.1	2.9	
Central America	605	0.5	11.3

Source: 1986 Census of Canada.

2.3 Population of Metropolitan Toronto by Race

The 1986 Census did not specifically ask Canadians to identify their race. Rather, race was inferred from other variables such as ethnicity, place of birth, and mother tongue. This method provides only estimates of the racial compositions because it does not identify, for example, racial minorities born in Canada, and who identified themselves as being Canadian. The figures provided by Employment and Immigration Canada, derived from the Census data, should therefore be used only as an estimate of the racial minority population, and may in fact underestimate the racial minority population.

Highlights from the Data

- According to the 1986 Census data, the racial minority population of Canada was about 1.6 million (see Table 16). Racial minorities comprised 5% of the Canadian population in 1981 and 6% in 1986.

- Almost half of Canada's racial minorities lived in Ontario.

  In 1986, 76% (or 586,495) of the racial minorities in Ontario lived in the Toronto CMA, representing 17% of the population (Table 16). 57% (or 445,615) of the racial minorities in Ontario lived in Metropolitan Toronto, representing 21% of the population.

  The proportion of racial minorities in the municipal populations ranged from a high of 27% in Scarborough to a low of 15% in Etobicoke (Table 17).

- Canada's immigrants are increasingly racial minorities: in the 1980s, 71% of Toronto's immigrants were from non-white source countries and regions (Africa, Asia, Latin America, and the Caribbean).

- In 1986, Blacks constituted the largest ethno-racial group in Metro, while the Chinese were the second largest group. Blacks represented 6% of Metro's population, or 133,035, while Chinese represented 5%, or 111,095 (Table 17).

Implications

> The risk of ethnic and racial tension and conflict increases in proportion to the representation of racial minorities within the population. With the increasing proportion of racial minorities in Metropolitan Toronto there may also be a corresponding rise in racial intolerance.

> The increasing racial minority population in Metropolitan Toronto raises a variety of issues regarding institutional change to accommodate and reflect the changing racial composition of Metro. Current issues include police-community relations, and employment and education equity.

Racial Minority Population
Canada, Ontario, and Toronto CMA
1986

Table 16

	Total Population	Racial Minorities	
	#	#	% of Pop.
Canada	25,022,005	1,577,710	6.3%
Ontario	9,001,170	775,245	8.6%
Toronto CMA	3,399,680	586,495	17.3%
Metro Toronto	2,173,890	445,615	20.5%

Source: **Employment Equity Availability Data, 1989.**
Employment and Immigration Canada.

Racial Minority Population by Municipality*
Metropolitan Toronto
1986

Table 17.a

Ethno/Racial Group	Metropolitan Toronto	
	Total	Percent
Total Population	2,173,890	100.0%
Total Racial Minorities	445,615	20.5
Blacks	133,035	6.1
Chinese	111,095	5.1
Indo-Pakistanis	80,250	3.7
Filipino	27,410	1.3
West Asians and Arabs	26,210	1.2
Latin Americans	17,945	0.8
Southeast Asians	13,180	0.6
Japanese	11,670	0.5
Korean	11,295	0.5
Pacific Islanders	370	0.02
Multiple Racial Minorities	13,155	0.6
Non-Racial Minorities	1,728,280	79.5

* Racial Minority category as defined by Employment and Immigration Canada, Employment Equity Branch.

Source: Ethnocultural Database, Ministry of Citizenship.

Racial Minority Population by Municipality*
Metropolitan Toronto
1986

Table 17.b

Ethno/Racial Group	East York	
	Total	Percent
Total Population	100,175	100.0%
Total Racial Minorities	19,470	19.4
Blacks	4,885	4.9
Chinese	5,190	5.2
Indo-Pakistanis	4,740	4.7
Filipino	1,790	1.8
West Asians and Arabs	665	0.7
Latin Americans	340	0.3
Southeast Asians	215	0.2
Japanese	795	0.8
Korean	340	0.3
Pacific Islanders	25	0.02
Multiple Racial Minorities	485	0.5
Non-Racial Minorities	80,710	80.6

* Racial Minority category as defined by Employment and Immigration Canada, Employment Equity Branch.

Source: Ethnocultural Database, Ministry of Citizenship.

Racial Minority Population by Municipality*
Metropolitan Toronto
1986

Table 17.c

Ethno/Racial Group	Etobicoke	
	Total	Percent
Total Population	301,120	100.0%
Total Racial Minorities	45,475	15.1
Blacks	15,400	5.1
Chinese	4,965	1.7
Indo-Pakistanis	12,110	4.0
Filipino	3,090	1.0
West Asians and Arabs	2,660	0.9
Latin Americans	1,920	0.6
Southeast Asians	780	0.3
Japanese	1,385	0.5
Korean	1,990	0.7
Pacific Islanders	--	-
Multiple Racial Minorities	1,170	0.4
Non-Racial Minorities	255,645	84.9

* Racial Minority category as defined by Employment and Immigration Canada, Employment Equity Branch.

Source: Ethnocultural Database, Ministry of Citizenship.

Racial Minority Population by Municipality*
Metropolitan Toronto
1986

Table 17.d

Ethno/Racial Group	North York	
	Total	Percent
Total Population	552,365	100.0%
Total Racial Minorities	119,735	21.7
Blacks	37,630	6.8
Chinese	24,530	4.4
Indo-Pakistanis	22,900	4.2
Filipino	4,900	0.9
West Asians and Arabs	11,605	2.1
Latin Americans	6,350	1.2
Southeast Asians	2,675	0.5
Japanese	2,535	0.5
Korean	3,180	0.6
Pacific Islanders	130	0.02
Multiple Racial Minorities	3,305	0.6
Non-Racial Minorities	432,625	78.3

* Racial Minority category as defined by Employment and Immigration Canada, Employment Equity Branch.

Source: Ethnocultural Database, Ministry of Citizenship.

Racial Minority Population by Municipality*
Metropolitan Toronto
1986

Table 17.e

Ethno/Racial Group	Scarborough	
	Total	Percent
Total Population	480,270	100.0%
Total Racial Minorities	128,140	26.7
Blacks	40,430	8.4
Chinese	31,850	6.6
Indo-Pakistanis	26,040	5.4
Filipino	10,090	2.1
West Asians and Arabs	6,080	1.3
Latin Americans	2,030	0.4
Southeast Asians	1,090	0.2
Japanese	3,160	0.7
Korean	2,895	0.6
Pacific Islanders	150	0.03
Multiple Racial Minorities	4,320	0.9
Non-Racial Minorities	352,135	73.3

* Racial Minority category as defined by Employment and Immigration Canada, Employment Equity Branch.

Source: Ethnocultural Database, Ministry of Citizenship.

Racial Minority Population by Municipality*
Metropolitan Toronto
1986

Table 17.f

Ethno/Racial Group	City of Toronto	
	Total	Percent
Total Population	605,590	100.0%
Total Racial Minorities	109,605	18.1
Blacks	23,215	3.8
Chinese	42,325	7.0
Indo-Pakistanis	11,440	1.9
Filipino	6,735	1.1
West Asians and Arabs	4,315	0.7
Latin Americans	5,235	0.9
Southeast Asians	7,190	1.2
Japanese	3,285	0.5
Korean	2,430	0.4
Pacific Islanders	55	0.01
Multiple Racial Minorities	3,390	0.6
Non-Racial Minorities	495,985	81.9

* Racial Minority category as defined by Employment and Immigration Canada, Employment Equity Branch.

Source: Ethnocultural Database, Ministry of Citizenship.

Racial Minority Population by Municipality*
Metropolitan Toronto
1986

Table 17.g

Ethno/Racial Group	York	
	Total	Percent
Total Population	134,370	100.0%
Total Racial Minorities	23,185	17.3
Blacks	11,480	8.5
Chinese	2,245	1.7
Indo-Pakistanis	3,020	2.3
Filipino	795	0.6
West Asians and Arabs	885	0.7
Latin Americans	2,080	1.6
Southeast Asians	1,235	0.9
Japanese	520	0.4
Korean	455	0.3
Pacific Islanders	--	-
Multiple Racial Minorities	480	0.4
Non-Racial Minorities	111,180	82.7

* Racial Minority category as defined by Employment and Immigration Canada, Employment Equity Branch.

Source: Ethnocultural Database, Ministry of Citizenship.

2.4 Population of Metropolitan Toronto by Mother Tongue and Official Language Ability

Highlights from the Data

- The years 1961 to 1967 saw a low percentage of non-English speaking immigrants -- only 1 out of 10 immigrants to Ontario could not speak English.

  From 1968 to 1978, 1 out of 3 immigrants did not speak English.

  The years 1979 and 1980 showed a considerable increase of the non-English speaking immigrant population, about half of the total immigrants had no knowledge of English[21].

- The proportion of immigrants destined for Metro Toronto without official language ability (English or French) decreased to 36% in 1987 from 37% in 1986, continuing the decline in this area since 1983 (see Table 18).

  Over 60,000 immigrants with no official language ability were destined for Metro between 1983 and 1987.

- The proportion of landed immigrants with official language skills has fluctuated in the 1980s, but the trend is toward a larger proportion of landed immigrants arriving with English language ability[22]. This may then level off to the levels seen between 1969 and 1978 - 33%.

  However, while the **proportion** with no official language ability has decreased, the actual **number** of those unable to speak English or French has increased. In 1985, 12,454 immigrants to Ontario had no official language ability; in 1987, this number increased to 19,327 (46% vs 35% respectively).

  With the increase in immigration levels the numbers of those without English or French language ability is likely to increase.

---

[21] **Non-English Speaking Immigrants in Ontario 1961-1980: A Statistical Review.** Ministry of Citizenship and Culture, March 1982.

[22] **Immigration Statistics, 1987.** Ethnocultural Data Base, Ministry of Citizenship.

- The top five languages of immigrants to Ontario in 1987 were as follows (Table 19):

Cantonese	10,835
Portuguese	6,506
Spanish	5,612
Polish	4,659
Punjabi	3,905

- The top five languages of immigrants **with no official language ability** were:

Cantonese	16%
Portuguese	13%
Polish	12%
Spanish	11%
Punjabi	8%

- The share of the population reporting European languages is declining while the share of East and Southeast Asian languages (Japanese, Korean, Chinese, Thai, Vietnamese, Filipino) is rising[23].

- Certain mother tongue groups indicate a higher incidence of no official language ability than others: 89% of immigrants with Lao, 93% with Khmer, and 85% with Vietnamese mother tongues had no official language ability. Conversely, 19% of those speaking African languages, and 15% of those speaking Tamil could not speak English or French (Table 19).

- People with Italian or Portuguese mother tongues accounting for one-half of non-English speaking immigrants residing in Ontario (1986 Census of Canada).

- 35% of the immigrants to certain regions in the Toronto area in 1987 spoke neither English nor French. This ranged from a low of 24% in Oakville, to 44% in Oshawa (Table 20).

- In 1987, 55% of immigrants to Ontario under age 14 spoke neither English nor French.

  The proportion which speak neither English or French drops to 38% of those between 15 and 21 years and to 27% of those between 22 and 44.

  The figures then increase to 46% of those aged 45 to 64, and 51% of those over 65 years of age (Table 21).

- Over the age of 21, there were consistently more females than males who did not have official language skills.

---

[23] **Ontario's Demographics**, Ontario Ministry of Treasury and Economics.

. Overall, 4% of the population of Metropolitan Toronto could not speak English or French in 1986 (Table 22).

43% of Metro's population which had no official language ability resided in the City of Toronto in 1986, representing 6% of the municipality's population (Table 19). 24% of those with no official language ability lived in North York, representing 4% of that population.

Scarborough, though it has 22% of Metro's population, only has 13% of those with no official language skills. This population represents the lowest proportion of this municipality than any other, 2%.

Implications

> With 1 in 3 new immigrants to Metropolitan Toronto lacking official language skills, of translation services, multilingual publications, and language training remains important.

> With over half of the immigrants to Ontario under the age of 15 speaking neither English or French, ESL training in the educational system is of particular importance.

Even though the other half of this population is reported to speak English or French, their level of proficiency may not be very high, or the English or French they speak may be of a different dialect than those spoken in Canada. This stresses the importance of continued language training and standard English as a second dialect training in the schools.

> With the majority of immigrants entering Canada being non-traditional immigrants (i.e. non-European) the importance of culturally sensitive and appropriate service delivery for these groups is evident.

> With consistently more women than men over the age of 21 having no official language ability, equal access to language training for women is of particular importance.

> The languages spoken by most recent immigrants with no official language ability (Cantonese, Portuguese, Polish, Spanish, Punjabi) are those which numerically would require the most language services (i.e. translators, multilingual publications, etc.).

> There is a high incidence of no official language ability among certain language groups (Lao, Khmer, Vietnamese). Although these language groups are numerically smaller than the other groups, a greater proportion of their populations cannot speak English or French. These groups would therefore have a greater reliance on language services.

Official Language Ability of Recent Immigrants
Metropolitan Toronto
1983 to 1987

Table 18

Year	Total	Official Language Ability				
		English	French	English and French	No Official Language Ability	
					#	%
1983	22,216	11,506	190	443	10,077	45.4%
1984	27,197	14,093	179	471	12,454	45.8%
1985	23,622	12,715	199	462	10,246	43.4%
1986	29,564	17,654	219	659	11,052	37.4%
1987	55,178	34,209	377	1,265	19,327	35.5%
Total	157,777	90,177	1,164	3,280	63,156	40.0%

Source: **Immigration Statistics,** 1983 to 1987. Employment and Immigration Canada.

Immigrant Landings by Official Language Ability by Mother Tongue
Ontario
1987

Table 19

Mother Tongue	Total	No Official Language Ability		
		#	% of Language Group	% of Total
English	23,342	9	00.0	00.0
Greek	447	266	59.5	0.8
Italian	727	469	64.5	1.5
Portuguese	6,506	3,977	61.1	12.5
Spanish	5,612	3,610	64.3	11.3
Czech/Slovak	314	221	70.4	0.7
Polish	4,659	3,759	80.7	11.8
Eastern European	2,871	2,172	75.7	6.8
Other European	2,509	891	35.5	2.8
Total European	**23,645**	**15,365**	**65.0%**	**48.7%**
Arabic	2,470	1,030	41.7	3.2
Farsi	1,816	718	39.5	2.2
Other Middle Eastern	570	219	38.4	0.7
Total Middle Eastern	**4,856**	**1,967**	**40.5%**	**6.2%**
African	**1,605**	**301**	**18.8%**	**0.9%**
Hindi	688	188	27.3	0.6
Punjabi	3,905	2,447	62.7	7.7
Urdu	599	264	44.1	0.8
Tamil	2,494	364	14.6	1.1
Other South Asian	2,225	885	39.8	2.8
Total South Asian	**9,911**	**4,148**	**41.9%**	**13.0%**
Cantonese	10,835	5,101	47.1	16.0
Mandarin	671	346	51.6	1.1
Other Chinese	1,227	632	51.5	2.0
Japanese	266	73	32.3	0.2
Korean	1,120	902	80.5	2.8

cont'd

Table 19 cont'd

Mother Tongue	Total	No Official Language Ability		
		#	% of Language Group	% of Total
(Southeast Asian cont'd)				
Khmer	350	327	93.4	1.0
Lao	199	178	89.4	0.6
Vietnamese	1,778	1,510	84.9	4.7
Tagalog	3,041	610	20.1	1.9
Other Southeast Asian	926	251	27.1	0.8
Total Southeast Asian	**20,413**	**9,930**	**48.6%**	**31.1%**
Other	613	209	34.1	0.7
Total	**84,798**	**31,929**	**37.7%**	**100.0%**

Source: **Immigration Statistics, 1987**. Employment and Immigration Canada.

Official Language Ability of Recent Immigrants
by Community of Destination
Metropolitan Toronto and Surrounding Areas
1987

Table 20

Area of Destination	Official Language Ability				
	English	French	English and French	No Official Language Ability	
				#	%
Ajax	412	1	13	161	27.4
Brampton	971	6	23	583	36.8
Mississauga	2,644	21	87	1,802	39.6
Oakville	364	3	4	116	23.8
Oshawa	242	2	9	200	44.2
Metro Toronto	34,209	377	1,265	19,327	35.0
Total	38,842	410	1,401	22,189	35.3%

Source: **Immigration Statistics, 1987**. Employment and Immigration Canada.

Official Language Ability of Landed Immigrants
by Age and Gender
Ontario
1987

Table 21

Age Group	Gender	Total Immigrants	No Official Language Ability	
			#	%
Less than 5	Male	2,600	1,712	65.8
	Female	2,503	1,636	65.8
	TOTAL	5,103	3,348	65.6
5 to 14 years	Male	6,726	3,511	52.2
	Female	6,254	3,124	50.0
	TOTAL	12,980	6,635	51.1
15 to 21 years	Male	5,458	2,158	39.5
	Female	5,467	2,033	37.2
	TOTAL	10,925	4,191	38.4
22 to 44 years	Male	22,739	5,890	25.9
	Female	20,603	5,976	29.0
	TOTAL	43,342	11,866	27.4
45 to 64 years	Male	3,918	1,524	38.9
	Female	5,064	2,595	51.2
	TOTAL	8,982	4,119	45.9
65 and over	Male	1,395	677	48.5
	Female	2,027	1,082	53.4
	TOTAL	3,422	1,759	51.4
Unknown	Male	18	4	22.2
	Female	26	7	26.9
	TOTAL	44	11	25.0
TOTAL	MALE	42,854	15,476	36.1%
	FEMALE	41,944	16,453	39.2%
	TOTAL	84,798	31,929	37.7%

Source: **Immigration Statistics, 1987.** Employment and Immigration Canada.

Municipal Populations by Official Language Ability
Metropolitan Toronto
1986

Table 22

Municipality	Total Population	No Official Language Ability		
	#	#	% of Metro	% of Munic.
Metropolitan Toronto	2,192,720	87,450	100.0%	4.0%
East York	101,085	2,855	3.4%	2.8%
Etobicoke	302,970	6,865	7.9%	2.3%
North York	556,300	21,380	24.4%	3.8%
Scarborough	484,675	10,905	12.5%	2.2%
City of Toronto	612,290	37,860	43.3%	6.2%
York	135,400	7,585	8.7%	5.6%

Source: 1986 Census of Canada.

3. Settlement Patterns of Immigrants and Migrants to Metropolitan Toronto

Research shows that the initial residential settlement of immigrants tends to be along ethnic and racial lines. In large cities, this trend is commonly observed near the urban core. Referred to as "springboard" communities, these areas tend to serve the settlement needs of new immigrants[24]. These communities tend to act as a reception area for newly arrived immigrants, orienting them to their new environment, allowing them to establish themselves in their new country, and often provide culturally appropriate social services through community-based organizations.

Once the newly arrived immigrants begin to establish themselves, the second stage of the settlement process begins. During this stage there tends to be an outward movement of the first and second generations from the primary reception areas, with new immigrants renewing and replenishing the immigrant reception areas.

A result of this settlement pattern is that while ethnic communities are maintained in the urban core, new communities are being formed in the outlining areas as more established immigrant and second generation groups settle in ethnic groups in the suburban areas. These trends are not new, but are a continuation of the traditional settlement and integration patterns of immigrants.

Distinct ethnic communities have developed in Metropolitan Toronto as is the case in all large cities receiving immigrants. Italians have established communities in the Oakwood-St. Clair area, northwest Toronto, and the northwest areas of North York. The Chinese have settled in the northeast parts of North York, parts of Scarborough, and in downtown Toronto in "China Town". The West Indians have settled in the Jane-Finch area of North York, and the Eglinton-Marlee area. The Greeks and Macedonians have settled in the Danforth strip while the Portuguese have settled in the College-Ossington area. There is also a growing Spanish-speaking community in North York. Newer groups to Metro Toronto will also create new ethnic communities throughout the municipality.

A study of the 1981 Census data by the Social Planning Council[25] examined residential patterns of ethnic groups and found that the census data supported the historical tendency of new immigrants to live near the urban core and then, as they establish themselves, to move in communities of ethnic groups elsewhere within the Toronto CMA. Professor Warren Kalbach at the University of Toronto, in a new study of ethnic

---

[24] Settlement needs refer to the housing, employment, health care, informational, linguistic, cultural, and adjustment needs of the new arrival.

[25] **Metropolitan Social Profile: A Guide to Social Planning Facts in Metropolitan Toronto.** Social Planning Council of Metropolitan Toronto, April 1987.

residential settlement patterns[26], also supports the notion of the clustering of first and second generation Canadians. He found that ethnic residential communities were maintained over generations in Metropolitan Toronto for non-British Europeans and non-Europeans.

The research suggests that the present settlement patterns of Metropolitan Toronto's ethnic populations are likely to continue and change somewhat as second generation Canadians move out of the urban core and establish communities in the suburban areas, as Metro continues to be the primary reception area of immigrants to Canada, and as the majority of immigrants to Metro continue to be from developing countries.

Highlights from the Data

. The census data analyzed here suggest that the Cities of Toronto, North York, and Scarborough were the primary reception areas for new immigrants. The Cities of Etobicoke and York, and the Borough of East York were the preferred[27] areas of immigrants who have been in Canada longer.

  - The City of Toronto received one-third (33%) of the immigrants who settled in Metro between 1983 and 1986, while North York received 29% and Scarborough 20% (Table 23);

  - Etobicoke, East York, and York tend to be preferred by immigrants who have been in Canada longer, rather than new immigrants. They received disproportionately more pre-1966 immigrants than immigrants in any other immigration period.

. Immigrants arriving between 1983 and 1986 represented between 2% and 4% of all Metro's municipalities (Table 24).

. In its analysis of immigrants to Ontario, the Ministry of Citizenship found that immigrants from the United Kingdom and Europe constituted the largest population of arrivals to most communities outside Metropolitan Toronto. One-third to one-half who indicated an intended destination other than Metropolitan Toronto were

---

[26] **"Ethnic Residential Segregation and Its Significance for the Individual in an Urban Setting"** by Warren E. Kalbach, in R. Breton, W.W. Isajiw, W. Kalbach, and J.G. Reitz. **The Social Incorporation of Ethnic Groups: A Comparative Study In Toronto**. Toronto: University of Toronto Press, 1990.

[27] The term "preference" as it is used here, refers only to the magnitude of the numbers settling in certain areas. Many other factors, other than personal preference, influence settlement patterns, i.e. affordability and availability of housing, proximity to schools and employment, characteristics of the neighbourhood, etc.

coming from Europe and the United Kingdom. The majority of immigrants to Metro Toronto and Mississauga were from Asia and the Caribbean[28].

Table 25 assesses the changes between 1981 and 1986 in the municipal populations by country of birth:

- Metropolitan Toronto received a net population increase of over 53,000 people, or about 3%, between 1981 and 1986.

  Included was a net decrease of over 52,000 of those born in Europe, including 27,000 from the United Kingdom. There was also a net increase of over 43,000 people born in Asia, 14,000 born in the Caribbean, and 7,000 from Africa and Latin America.

  These data suggest that while new immigrant groups (primarily from Africa, Asia, Latin America and the Caribbean) are settling in Metro, the traditional immigrant groups with greater numbers of established members are moving out of Metro[29].

- Overall, Metropolitan Toronto saw an increase in its Asian born population of 30%, between 1981 and 1986: the Asian born population increased by 33% in Etobicoke, 25% in North York, 46% in Scarborough, and 30% in the City of Toronto. However, this population fell by 4% in East York.

- While still small in numbers, the Central American born population experienced the highest rate of growth, increasing by 149% (3,215 persons).

- The number of immigrants born in the Caribbean increased by 15%: 32% in Etobicoke and 28% in Scarborough, while declining by 1% in the City of Toronto.

- While immigrants constituted 41% of Metropolitan Toronto's population, they constituted 36% of the population of the Toronto CMA (Tables 1 and 14.a), and 29% of the Toronto CMA outside of Metropolitan Toronto. This suggests that immigrants to the Toronto CMA area prefer to settle in Metropolitan Toronto rather than its surrounding regions.

- Migrants, i.e. those moving between 1981 and 1986, (from within Canada but outside the Toronto CMA) and immigrants (from outside Canada) tended to settle in Metropolitan Toronto rather than in the surrounding areas in the Toronto CMA.

---

[28] **Immigration Statistics, 1987.** Ethnocultural Data Base, Ministry of Citizenship.

[29] These figures, however, only refer to the segment of the population born outside Canada, and may not reflect the settlement patterns of the Canadian-born populations of the various ethnic groups. These figures also only indicate a net change in populations and do not reflect the numbers moving in and moving out of Metro.

Those moving within the Toronto CMA tend to move into the areas surrounding Metro (Table 26):

- 78% of those from outside Canada settling in the Toronto CMA settle in Metro;

- 61% of those from a different province and 55% from within Ontario moving to the Toronto CMA settled in Metro.

- 33% of those who moved within the Toronto CMA moved into Metro.

The international migrants settling in Metro preferred the City of Toronto (33%), North York (29%), and Scarborough (20%).

Those moving from a different province preferred the City of Toronto (40%), North York (23%), and Scarborough (18%).

Of those in the Toronto CMA who moved, the preference was for Scarborough (29%), North York (24%), and then the City of Toronto (20%).

Implications

> The settlement patterns of immigrants to large urban areas points to the continued settling of immigrants in ethnic clusters in Metro, replenishing ethnic communities in the urban core and creating new ethnic communities in the suburban areas.

This may have particular implications for race and ethnic relations in these municipalities, as was the case with the establishment of "Chinatown North" in Scarborough.

> If present trends continue, Metro Toronto will continue to receive a greater proportion of immigrants than the surrounding areas in the Toronto CMA. The Cities of Toronto, Scarborough, and North York will receive the greatest proportions of recent immigrants to Metro.

> If the trend between 1981 and 1986 continues, Metro may continue to see a decrease in the population of those born in Europe and a steady increase in those born in developing countries (i.e. racial minorities).

Municipal Populations
by Immigrant Status and Period of Immigration
As a Percentage of Immigrant Group
1986

Table 23

Municipality	Total Population	Canadian Born	Period of Immigration		
			Pre-1966	1967-1982	1983-1986
East York	101,175	62,805	16,580	18,445	2,325
	4.6%	4.7%	4.5%	4.2%	3.4%
Etobicoke	301,120	192,185	56,665	46,175	6,090
	13.7%	14.9%	15.2%	10.4%	9.0%
North York	552,365	307,875	108,435	116,460	19,595
	25.2%	23.8%	29.1%	26.4%	28.9%
Scarborough	480,275	297,945	65,185	103,535	13,605
	21.9%	23.1%	17.5%	23.4%	20.1%
City of Toronto	605,585	357,845	97,350	128,085	22,235
	27.6%	27.7%	26.2%	29.0%	32.8%
York	134,370	73,295	27,945	29,260	3,870
	6.1%	5.1%	7.5%	6.6%	5.7%
Total Metropolitan Toronto	2,192,720	1,291,950	372,160	441,960	67,720
	100.0%	100.0%	100.0%	100.0%	100.0%

Source: 1986 Census of Canada.

Population by Immigrant Status and Period of Immigration
As a Percentage of Municipal Population
1986

Table 24

Municipality	Canadian Born	Period of Immigration		
		Pre-1966	1967-1982	1983-1986
East York	62,805 62.7%	16,580 16.6%	18,445 18.4%	2,325 2.3%
Etobicoke	192,185 63.8%	56,665 18.8%	46,175 15.3%	6,090 3.5%
North York	307,875 55.7%	108,435 19.6%	116,460 21.1%	19,595 3.5%
Scarborough	297,945 62.0%	65,185 13.6%	103,535 21.6%	13,605 2.8%
City of Toronto	357,845 59.1%	97,350 16.1%	128,085 21.2%	22,235 3.7%
York	73,295 54.5%	27,945 20.8%	29,260 21.8%	3,870 2.9%
Total Metropolitan Toronto	1,291,950 59.4%	372,160 17.1%	441,960 20.3%	67,720 3.1%

Source: 1986 Census of Canada.

Change in Municipal Populations by Place of Birth
Metropolitan Toronto
1981 to 1986

Table 25.a

Place of Birth	Metropolitan Toronto		East York	
	Change *		Change	
	#	%	#	%
Total Population	53,645	2.5%	- 960	- 1.0%
Born in Canada	44,275	3.6%	2,110	3.5%
Born Outside Canada	9,370	1.1%	3,065	- 7.6%
North America	- 1,765	- 6.3%	- 290	-23.5%
Europe	-52,955	- 9.6%	-3,215	-13.0%
United Kingdom	-27,070	-18.3%	-2,185	-22.1%
Asia	43,185	30.2%	- 340	- 4.2%
Caribbean and Guyana	14,200	14.6%	625	16.0%
Africa	2,245	9.3%	325	19.0%
South America	2,285	13.5%	- 10	- 2.8%
Australasia	- 2,530	-42.4%	- 315	-75.9%
Central America	3,215	148.8%	110	200.0%

* Change is based on the difference between the populations at the time of the 1981 and 1986 Censuses.

Source: Ethnocultural Data Base, Ministry of Citizenship.

Change in Municipal Population by Place of Birth
Metropolitan Toronto
1981 to 1986

Table 25.b

Place of Birth	Etobicoke		North York	
	Change *		Change	
	#	%	#	%
Total Population	3,800	1.3%	- 3,235	- 0.6%
Born in Canada	80	0.04%	- 4,395	- 1.4%
Born Outside Canada	3,715	3.5%	1,160	0.5%
North America	- 680	-21.0%	- 1,115	- 15.2%
Europe	-3,695	- 4.9%	-11,785	- 7.9%
United Kingdom	-4,110	-19.3%	- 7,025	- 20.9%
Asia	4,160	32.5%	10,000	25.1%
Caribbean and Guyana	2,935	32.3%	2,250	7.8%
Africa	170	8.7%	- 50	- 0.5%
South America	625	32.7%	1,200	19.9%
Australasia	- 315	-50.8%	- 710	- 42.5%
Central America	385	248.4%	885	114.9%

* Change is based on the difference between the populations at the time of the 1981 and 1986 Censuses.

Source: Ethnocultural Data Base, Ministry of Citizenship.

Change in Municipal Population by Place of Birth
Metropolitan Toronto
1981 to 1986

Table 25.c

Place of Birth	Scarborough		City of Toronto	
	Change *		Change	
	#	%	#	%
Total Population	40,715	9.3%	12,855	2.2%
Born in Canada	19,970	7.2%	22,800	6.8%
Born Outside Canada	20,750	12.8%	- 9,840	- 3.8%
North America	- 225	- 5.9%	695	6.2%
Europe	-4,395	- 5.0%	-24,795	-14.4%
United Kingdom	-6,930	-17.4%	- 5,235	-14.7%
Asia	15,195	46.4%	13,335	29.8%
Caribbean and Guyana	8,065	27.8%	- 195	- 1.1%
Africa	1,320	24.8%	435	11.1%
South America	170	11.2%	- 175	- 3.2%
Australasia	- 490	-41.7%	- 290	-18.3%
Central America	820	356.5%	640	90.1%

* Change is based on the difference between the populations at the time of the 1981 and 1986 Censuses.

Source: Ethnocultural Data Base, Ministry of Citizenship.

Change in Municipal Population by Place of Birth
Metropolitan Toronto
1981 to 1986

Table 25.d

Place of Birth	York	
	Change *	
	#	%
Total Population	375	0.3%
Born in Canada	3,720	5.4%
Born Outside Canada	-3,345	- 5.2%
North America	- 135	-10.8%
Europe	-5,250	-11.4%
United Kingdom	-1,590	-20.8%
Asia	855	16.9%
Caribbean and Guyana	520	6.0%
Africa	160	18.5%
South America	470	27.7%
Australasia	- 420	-80.8%
Central America	385	175.0%

* Change is based on the difference between the populations at the time of the 1981 and 1986 Censuses.

Source: Ethnocultural Data Base, Ministry of Citizenship.

Municipal Populations by Mobility Status
1986

Table 26.a

Mobility Status *	Municipality		
	Toronto CMA	Metro Toronto	
	#	#	% of CMA
Total Population 5 Years and Over	3,164,995	2,042,205	64.5%
Non-movers	1,677,205	1,142,675	68.1%
Movers	1,487,795	899,520	60.5%
Non-migrants	812,030	548,860	67.6%
Migrants	675,765	350,670	51.9%
Same CMA/CA	267,435	87,580	32.7%
Same Province	153,610	84,495	55.0%
Different Province	111,165	67,425	60.7%
Outside Canada	143,560	111,480	77.7%

* Mobility within the five years before the census, i.e. between 1981 and 1986.

Source: 1986 Census of Canada.

Municipal Populations by Mobility Status
1986

Table 26.b

Mobility Status *	Municipality			
	East York		Etobicoke	
	#	% of Metro	#	% of Metro
Total Population 5 Years and Over	94,335	4.6%	283,525	13.9%
Non-movers	55,725	4.9%	174,560	15.3%
Movers	38,600	4.3%	108,965	12.1%
Non-migrants	24,805	4.5%	66,025	12.0%
Migrants	13,800	3.9%	42,945	12.2%
Same CMA/CA	3,670	4.2%	15,100	17.2%
Same Province	3,700	4.4%	10,100	12.0%
Different Province	2,380	3.5%	7,100	10.5%
Outside Canada	4,055	3.6%	10,645	9.5%

* Mobility within the five years before the census, i.e. between 1981 and 1986.

Source: 1986 Census of Canada.

Municipal Populations by Mobility Status
1986

Table 26.c

Mobility Status *	Municipality			
	North York		Scarborough	
	#	% of Metro	#	% of Metro
Total Population 5 Years and Over	519,705	25.4%	446,485	21.9%
Non-movers	310,060	27.1%	241,660	21.1%
Movers	209,645	23.3%	204,830	22.8%
Non-migrants	123,710	22.5%	129,780	23.6%
Migrants	85,935	24.5%	75,050	21.4%
Same CMA/CA	21,100	24.1%	25,380	29.0%
Same Province	17,610	20.8%	15,620	18.5%
Different Province	15,390	22.8%	12,105	18.0%
Outside Canada	31,830	28.6%	21,940	19.7%

* Mobility within the five years before the census, i.e. between 1981 and 1986.

Source: 1986 Census of Canada.

Municipal Populations by Mobility Status
1986

Table 26.d

Mobility Status *	Municipality			
	City of Toronto		York	
	#	% of Metro	#	% of Metro
Total Population 5 Years and Over	572,435	28.0%	125,720	6.2%
Non-movers	287,935	25.2%	72,735	6.4%
Movers	284,500	31.6%	52,980	5.9%
Non-migrants	170,100	31.0%	34,440	6.3%
Migrants	114,395	32.6%	18,545	5.3%
Same CMA/CA	17,820	20.3%	4,510	5.1%
Same Province	32,980	39.0%	4,485	5.3%
Different Province	26,980	40.0%	3,500	5.2%
Outside Canada	36,955	33.1%	6,055	5.4%

* Mobility within the five years before the census, i.e. between 1981 and 1986.

Source: 1986 Census of Canada.

4. Population of Metropolitan Toronto by Age

4.1 Total Population by Age

The most significant factor in the age composition of Metropolitan Toronto is the composition of the baby-boomers.

Because the baby-boomers are now of working age, Canada has achieved the highest proportion of its population in the traditional labour force ages in its history[30]. As Table 27 shows, 55% of Metropolitan Toronto's population are between the ages of 25 and 64, with the majority being between 25 and 44. This fact will have significant implications, particularly on the labour force and on social services, as the baby-boomers age.

The aging of the baby-boomers and the declining fertility rate has resulted in the steady decline in the population under age 15 as the baby-boomers are replaced by smaller and smaller cohorts. The population over 65 has also been declining and will continue to decline until the year 2011 when the first of the baby-boomers reach age 65.

Highlights from the Data

- Table 27 shows that while 33% of Metro's population is between the ages of 25 and 44, 17% are under 15, and 12% are over 65.

- The age composition of Metro's municipalities varies somewhat, with some being slightly "younger" or "older" than others:

  - East York has a greater proportion of those under 65, with 16% of its population being in this age group;

  - Scarborough tends to be younger than the other municipalities, with 20% of its population being under age 15 and only 9% being over 65;

  - a greater proportion of the City of Toronto's population, 38%, is between the ages of 25 to 44.

Implications

> The aging of the baby-boomers will have a significant impact on the labour force. There will be labour shortages as baby-boomers reach retirement age and as the number of youth entering the labour force continues to decline. Labour shortages may then shift the focus of government sponsored youth employment programs from job creation to the problems of "disadvantaged" youth.

---

[30] **Charting Canada's Future.** Demographic Review Secretariat, Health and Welfare Canada, 1989, p. 25.

> The labour force could also see significantly more people continuing to work past the present retirement age to compensate for shortages in the labour force.

> The aging of the baby-boomers will also have significant impacts on social services, particularly health care and social assistance, as a significant proportion of the population reaches old age. The most serious expenditure pressures are not expected to arise until the baby-boomers begin to turn 70, starting around 2016.

> The aging population will mean that government expenditures on education will decrease as the number of children and youth decline, while the expenditures on health services for the elderly will rise.

> The number of pre-schoolers will reach a peak in the early 1990s and will decline after 1991. After the year 2000, there will be fewer pre-schoolers than today. Policy interests could therefore shift from daycare for pre-schoolers to after school care for older children[31].

> The baby-boom echo (children of the baby-boomers) will increase the number of children entering elementary schools. Elementary school enrolment reached a low in 1986 and is expected to peak in 2001. Surplus teachers and classrooms may therefore be reabsorbed into the system[32].

> The rising elementary school enrolment in the late 1990s will coincide with the retirement of teachers hired in the early 1960s to educate the baby-boom[33].

---

[31] **Ontario Demographics**, Ontario Ministry of Treasury and Economics.

[32] Ibid.

[33] Ibid.

Municipal Populations by Age
Metropolitan Toronto
1986

Table 27.a

Age Group	Metropolitan Toronto		
	#	% of Municipal Population	% of Total in Age Group
Under 15 years	370,080	16.9	100.0
15 to 24 years	369,780	16.9	100.0
25 to 44 years	721,280	32.9	100.0
45 to 64 years	479,420	21.9	100.0
65 and over	252,160	11.5	100.0
Total	2,192,720	100.0%	100.0%

Source: 1986 Census of Canada.

Municipal Populations by Age
Metropolitan Toronto
1986

Table 27.b

Age Group	East York		
	#	% of Municipal Population	% of Total in Age Group
Under 15 years	15,045	14.9	4.1
15 to 24 years	13,680	13.5	3.7
25 to 44 years	34,430	33.9	4.7
45 to 64 years	21,585	21.4	4.5
65 and over	16,555	16.4	6.7
Total	101,085	100.0%	4.6%

Source: 1986 Census of Canada.

Municipal Populations by Age
Metropolitan Toronto
1986

Table 27.c

Age Group	Etobicoke		
	#	% of Municipal Population	% of Total in Age Group
Under 15 years	49,215	16.2	13.3
15 to 24 years	50,180	16.6	13.6
25 to 44 years	90,430	29.8	12.5
45 to 64 years	76,070	25.1	15.9
65 and over	37,050	12.2	14.7
Total	302,970	100.0%	13.8%

Source: 1986 Census of Canada.

Municipal Populations by Age
Metropolitan Toronto
1986

Table 27.d

Age Group	North York		
	#	% of Municipal Population	% of Total in Age Group
Under 15 years	95,765	17.2	25.9
15 to 24 years	99,955	18.0	27.0
25 to 44 years	166,380	30.0	23.1
45 to 64 years	129,035	23.2	26.9
65 and over	65,150	11.7	25.8
Total	556,300	100.0%	25.4%

Source: 1986 Census of Canada.

Municipal Populations by Age
Metropolitan Toronto
1986

Table 27.e

Age Group	Scarborough		
	#	% of Municipal Population	% of Total in Age Group
Under 15 years	97,750	20.2	26.4
15 to 24 years	85,090	17.6	23.0
25 to 44 years	154,290	31.8	21.4
45 to 64 years	104,820	21.6	21.8
65 and over	42,730	8.8	16.9
Total	484,675	100.0%	22.1%

Source: 1986 Census of Canada.

Municipal Populations by Age
Metropolitan Toronto
1986

Table 27.f

Age Group	City of Toronto		
	#	% of Municipal Population	% of Total in Age Group
Under 15 years	89,130	14.5	24.1
15 to 24 years	99,270	16.2	26.8
25 to 44 years	231,005	37.7	32.0
45 to 64 years	119,610	19.5	24.9
65 and over	73,255	12.0	29.1
Total	612,290	100.0%	27.9%

Source: 1986 Census of Canada.

Municipal Populations by Age
Metropolitan Toronto
1986

Table 27.g

Age Group	York		
	#	% of Municipal Population	% of Total in Age Group
Under 15 years	23,170	17.1	6.3
15 to 24 years	21,600	16.0	5.8
25 to 44 years	44,950	33.2	6.2
45 to 64 years	28,300	20.9	5.9
65 and over	17,395	12.8	6.9
Total	135,400	100.0%	6.2%

Source: 1986 Census of Canada.

4.2 Racial Minorities by Age

Highlights from the Data

. The racial minority population in the Toronto CMA is significantly more youth-skewed than the rest of the population. While 18% of the non-racial minority population was under the age of 15, 25% of racial minorities were under 15 (Table 28). At the other end of the age range, only 15% of racial minorities were between 45 to 64 years and 5% were over 65, compared with 22% and 10% respectively for the non-racial minority population.

. With a greater proportion of children in its population, racial minorities represent a greater proportion of the youth population than of any other age group. While racial minorities represent 17% of the Toronto CMA population, 22% of those under age 15 are racial minorities. Conversely, only 9% of those over the age of 65 are racial minorities.

Implications

> With one-quarter of the racial minority population under the age of 15, racial minorities will enter the labour force at disproportionately higher rates in the next decade. This will substantially increase the proportion of racial minorities in the Metro Toronto labour force.

> The larger proportion of racial minority youth will have implications for the types of programs and services offered in the public sector as well as on how these programs and services are delivered. Not only will new programs and services be required, i.e. multicultural and race relations training for frontline workers, but also the modification of certain services to take into account the multicultural and multiracial clientele and their needs.

> The increasing proportion of racial minority youth will have particular implications for policing in Metro Toronto. Specifically, issues regarding cultural differences of such a visible segment of the population must be addressed by the police if the rising tensions between the two groups are to be diffused.

> Recreational and job training programs would also be a necessary part of a larger program to ease police-community tensions. These tensions are often fuelled by the consequences of racial discrimination of other institutions i.e. in education and employment, which need to be addressed. With the high high school drop-out rates for racial minority youth, recreational, job-training and continuing education programs would be needed to provide alternatives to the streets.

> With the increasing numbers of racial minority youth comes the increasing importance of equality of access to, and results in education and employment. Without programs to address the inequalities of opportunity in education and employment, the numbers of unemployed and unemployable racial minority youth will continue to rise. This will then increase the numbers of those with no stake in the society, and subsequently, those turning to other means (particularly criminal activities) for status attainment, income, self-esteem, etc.

> As the racial minority population ages, the relevance and significance of issues around multicultural and multiracial elderly care will increase. In 1986, only 9% of those over age 65 were racial minorities, the lowest proportion of any age group. This figure is expected to increase to about 13% in the next 20 years.

Racial Minority Population by Age
Toronto CMA
1986

Table 28

Age Group	Racial Minorities			Non-Racial Minorities	
	#	% of age group	% of total group	#	% of total group
0 to 14	148,575	22.2%	25.3%	518,750	18.4%
15 to 24	102,705	18.0%	17.5%	468,100	16.6%
25 to 44	217,790	18.8%	37.1%	937,635	33.3%
45 to 64	89,175	12.8%	15.2%	609,035	21.6%
Over 65	28,250	9.2%	4.8%	279,660	9.9%
Total	586,495	17.3%	100.0%	2,813,185	100.0%

Source: **Socio-Demographic Profile: Visible Minority Population, Ontario.** 1986 Census Data, Resource Material. Ethnocultural Data Base, Ministry of Citizenship.

4.3 Aboriginal Peoples by Age

Highlights from the Data

- The most significant statistic regarding the age composition of the Aboriginal population, as with the racial minority population, is the high proportion of those under the age of 15. In recent history, Ontario's Aboriginal population has grown at about twice the rate of the non-Aboriginal population, due to higher fertility rates. As Table 29 illustrates, the population of Ontario grew at a rate of 6% between 1981 and 1986, while the Aboriginal population grew at a rate of 11%[34].

- As a result of this difference in fertility, the age composition of Ontario's Aboriginal population is, and will continue to be, significantly more youth-skewed than that of the rest of the population. Table 30 shows that in 1981 37% of the Aboriginal population in Ontario was below the age of 15, compared to only 22% of the total population. 23% of the Aboriginal population were between 15 and 24 years of age, compared with 19% of the total provincial population.

Implications

> The youth-skewed Aboriginal population implies a higher dependency ratio (the ratio of non-working age to working-age population), resulting in a greater economic burden on the Aboriginal working population than on the non-Aboriginal population.

This higher dependency ratio, along with the inequalities in the labour force faced by Aboriginal people, results in lower than average employment incomes which must support larger families.

> With over one-third of the Aboriginal population in the pre-labour force age range, Aboriginal youth will enter the labour force at disproportionately higher rates over the next decade. This will raise issues, particularly related to equitable access to employment.

Aboriginal youth will also be completing high school (either graduating or dropping out) in larger proportions. Thus, the quality and quantity of education they receive will increase in importance.

> The size of this segment of the population also implies future pressures linked to access to post-secondary education and skills training, social services, and housing, as well as social adjustment issues.

---

[34] The growth rate of the registered Indian population, shown in Table 29, is used as an indicator of the growth rate of the total Aboriginal population, because, due to the partial boycott of the 1986 Census, more confidence can be placed in these figures than in those on the non-registered Indian population which would be contained in the figures for the total Aboriginal population.

Rate of Growth of Total and Registered Indian Populations[35]
Ontario
1981 to 1986

Table 29

	Population		% Increase
	1981	1986	
Registered Indians	74,126	81,988	10.6%
Total Population	8,534,265	9,001,170	5.5%

Source: **Status Report: Ontario Native Population**. Ministry of Citizenship, 1989.

[35] Only the data for the registered Indian population (about 70% of the total Aboriginal population) are used here as more confidence can be placed in these figures. See Notes on Data for further details.

Aboriginal Population by Age
Ontario
1981

Table 30

Age Group	Aboriginal Population		Total Population	
	#	% of Total	#	% of Total
0 to 14 years	41,330	37.4%	1,852,083	21.9%
15 to 24 years	25,025	22.6%	1,573,002	18.6%
24 to 44 years	29,140	26.4%	2,503,272	29.6%
45 to 64 years	11,430	10.3%	1,725,228	20.4%
Over 65	3,620	3.3%	803,415	9.5%
Total	110,550	100.0%	8,457,000	100.0%

Source: **A Selective Overview of Native Conditions in Ontario With Special Reference to Conditions Affecting Native Employment Equity,** Ontario Native Affairs Directorate, 1988.

5. The Labour Force of Metropolitan Toronto

5.1 Immigrants in the Labour Force

Over the years, the flows of international migrants into Ontario have contributed substantially to the growth of the labour force. The impact of immigrants on the labour force is increasing as the numbers of immigrants to Canada increases, as the skill and educational level of immigrants rise, and as immigrants continue to participate at high rates in the labour force.

The impact of immigrants on the labour force is also increasing as the age composition of the immigrant and provincial population changes. An increase in the proportion of immigrants in the age category with the highest labour force participation rate (ages 25 to 44), has increased the impact of immigrants on Ontario's labour force. And, as Canada heads into a labour shortage and a shortage of young workers (due to the aging of the baby-boomers) the labour force need for immigrants will increase even more[36].

While Canada's earlier immigrants were largely unskilled workers, immigrants today are increasingly better educated and more highly skilled. The statistics from the 1986 Census show that the most common occupations of newly landed immigrants to Ontario were: clerical (14%); managerial and administrative (11%); fabrication (10%); natural science, engineering, and mathematics occupations (8%)[37].

To a large extent, the intended occupations of immigrants reflects the federal government's selection of immigrants in the selected worker category. This system is based on a listing of 500 occupations which are either opened or closed for immigration on a yearly basis from which individuals are selected to meet Canada's labour needs.

Generally, immigrants tend to participate in the labour force at rates comparable to that of the Canadian-born population (64% vs 67%), and have unemployment rates below those of the Canadian-born (8% vs 11%). Immigrants to Canada also have higher average employment incomes than the native-born ($27,610 vs $26,427)[38].

Although overall immigrants do as well as the Canadian-born in terms of income, labour force participation rates, and unemployment rates, they do need a period of time to adjust to the Canadian labour market. For a time after their arrival to Canada,

---

36 See **Charting Canada's Future**. Demographic Review Secretariat, 1989.

37 **Immigration to Ontario: A Statistical Overview**. Employment and Immigration Canada, 1989, p. 23.

38 **Charting Canada's Future**. Demographic Review Secretariat, 1989; p. iv.

immigrants tend to experience higher unemployment rates and lower incomes than the Canadian-born.

Specific groups of immigrants, however, do have greater problems in securing employment once they settle in Canada. Immigrant women, racial minority immigrants, or professionals seeking recognition of their qualifications may face especially difficult problems.

Highlights from the Data

- Between 1976 and 1988, a total of 333,200 immigrants entered Ontario's workforce, accounting for approximately 25% of the total labour force growth (see Table 31)[39].

- A large gain was made in 1987 in which 43,700 workers contributed about 38% to Ontario's total labour force growth.

- 49% of immigrant landings to Ontario in 1988 were destined to the labour force, including 67% of those in the Designated Class and 60% of Convention Refugees (Table 32).

- Between 1983 and 1985, about 62% of immigrants to Metro Toronto were destined to the labour force (Table 33).

  This proportion decreased dramatically in 1986 when 53% were destined to the labour force, although there was an increase numerically from 14,508 to 15,732.

Implications

> The importance of labour force adjustment issues is evident given the numbers of immigrants destined to the labour force, their contribution to labour force growth, and the reliance on them to meet labour shortages.

  This suggests the necessity of language training in the workplace and in the language of the immigrant's own profession, and mechanisms to ensure foreign credentials and qualifications are accepted by Canadian employers.

> As Metro's population ages and as labour shortages continue, the reliance of Metro Toronto's labour market on immigrants to meet labour shortages is likely to increase.

---

[39] The numbers show a decrease in 1983 when the federal government imposed a restriction on the selected worker immigrant category in May 1982 in response to the employment difficulties associated with the recession. Immigrants in this category remained at a low level until November 1985 when the policy decision to increase immigration levels was announced.

> To effectively recruit and manage an increasingly diverse workforce, employers must respond accordingly with changes to their employment policies and programs.

> With the high labour force participation rate of immigrant women, equal access to language and skills training remain important issues.

> Technological changes in the labour force and the free trade agreement are having a major impact on the "secondary" labour force, of which immigrant and racial minority women form a major part. This may mean an increase in the need for retraining programs for these groups.

Estimated Labour Force Supply
from Immigration
Ontario
1976 to 1988

Table 31

Year	Total Immigration	Immigrants Destined to the Labour Force	Proportion of Total Immigrants	Percent Contribution to Labour Force Growth
1976	72,000	28,600	39.7%	44.6%
1977	56,600	23,000	40.6%	22.2%
1978	42,400	17,300	40.8%	11.8%
1979	51,900	22,400	43.2%	16.2%
1980	62,300	27,700	44.5%	35.0%
1981	54,900	24,000	43.7%	21.0%
1982	53,000	24,100	45.5%	54.7%
1983	40,000	17,000	42.5%	27.4%
1984	41,500	18,400	44.3%	19.1%
1985	40,700	19,000	46.7%	15.7%
1986	49,600	24,900	50.2%	22.7%
1987	84,800	43,900	52.0%	37.9%
1988 (P)	88,100	42,900	48.7%	32.0%
Total	737,800	333,200	45.2%	25.1%

(P) Preliminary estimates

Source: **"Special Report: Impact of Immigrants on Ontario's Population and Labour Force Growth, 1976-88".** Quarterly Report on Labour Market Developments in Ontario. Ontario Ministry of Skills Development, Labour Market Research. No. 4, 1988, February 1989, p. 7-11.

Workers and Non-Workers by Immigration Class for Immigrant Landings Ontario 1988

Table 32

Immigration Class	Total	Workers		Non-Workers
		#	%	
Family Class	28,371	9,681	34.1	18,690
Convention Refugee	4,542	2,739	60.3	1,803
Designated Class	9,777	6,591	67.4	3,186
Assisted Relatives	10,647	5,098	47.9	5,549
Retired	1,234	14	1.1	1,220
Entrepreneurs*	2,826	887	31.4	1,929
Self-Employed*	799	301	37.7	498
Investors*	282	77	27.3	205
Other Independents	29,366	17,413	59.3	11,953
Total	87,844	42,801	48.7%	87,844

* Includes primary applicant and dependents.

Source: **Quarterly Statistics: Immigration.** 1988 (Preliminary Data). Employment and Immigration Canada.

Workers and Non-Workers for Immigrant Landings
Metropolitan Toronto
1983 to 1987

Table 33

Year	Total	Non-Workers	Workers	
		#	#	%
1983 *	18,657	5,367	13,290	71.2
1984	22,773	6,402	16,371	71.9
1985	19,738	5,230	14,508	73.5
1986	29,564	23,832	15,732	53.2
1987	55,178	25,256	29,922	54.2
Total	145,910	56,087	89,832	61.6%

Source: **Immigrant Statistics**, 1983 to 1987.
Employment and Immigration Canada.

* Immigration numbers for 1983 are low due to a restriction on the selected worker immigrant category imposed by the federal government in May 1982 in response to the employment difficulties associated with the recession. Immigrants in this category remained at a low level until November 1985 when the policy decision to increase immigration levels was announced. The restrictions placed on selected workers also had an impact on the number of non-worker immigrants who would be entering Canada as dependants of the workers.

5.3 Racial Minorities in the Labour Force

Systemic barriers and discrimination in employment against racial minorities have been given increased attention by Canadian researchers in recent years. The findings of research studies provide strong evidence that racial minorities experience discrimination in employment on the basis of race in Canada.

This discrimination can take two forms. Systemic discrimination is rooted in the employment systems of organizations which unintentionally discriminate against particularly groups. Overt discrimination is more blatant and the intent to harm members of certain groups is more obvious. Both types of discrimination have been well documented in the research:

- **"Who Gets the Work?"** (1985), a study by the Metropolitan Toronto Social Planning Council and the Urban Alliance on Race Relations documents overt discrimination in employment. The study found that for Blacks and whites with equal education and employment histories, racial discrimination played a crucial role in how Black job applicants were treated and in the number of job offers they received. The study concluded that for every one job offer a Black person gets, their white counterpart gets three.

- **"No Discrimination Here"** (1985), again by the Metropolitan Toronto Social Planning Council and the Urban Alliance on Race Relations, found that the majority of employers surveyed had no policies to prevent or deal with discrimination in their workplace or to promote employment equity. Approximately 50% of those interviewed expressed negative views of racial minorities, and only 9% expressed a firm belief in racial equality.

- A study of Ontario Masters in Business Administration (MBA) graduates, **"The Experience of Visible Minorities in the World of Work" (1983)**, found many inequities between the employment patterns of racial minority and white professionals. The study found that in income, job advancement, job offers, and the securing of management positions, racial minorities fared worse in their careers than their white counterparts.

- The 1984 federal **Royal Commission on Equality in Employment** (the Abella Commission) found that racial minorities and Aboriginal people are restricted in their employment opportunities in Canada and concluded that some type of government intervention is required to eliminate these employment barriers.

  The report recommends strong measures to remedy the impact of discriminatory attitudes and behaviours which flow from racism, and concludes that, "Nothing short of strong legislative measures is necessary to reverse, or at least inhibit, the degree

to which members of visible minorities are unjustifiably excluded from the opportunity to compete as equals"[40]

- T. John Samuel has identified racial minorities as a rapidly growing segment of the Canadian labour force. He notes, however, that their full participation in the labour force will be hindered by racial discrimination in the labour force and by the growth of groups that will compete with racial minorities for entry level positions[41].

  Thomas Boston, in an American study, argues that "the main manifestation of racial discrimination is not differential wages paid to equally productive black and white workers, but rather the differential access to employment and differing rates of occupational mobility"[42]. As Boston argues, the examination of wages alone is not a significant indicator of discrimination in employment as it does not include the disproportionate number of Blacks who are unemployed or who are discouraged from seeking employment and therefore have left the labour force. Access to employment commensurate with their level of education and work experience is therefore the main employment issue for Blacks.

Highlights from the Data

Equitable access to the labour force and to employment opportunities is reflected in the occupational distribution, unemployment rates, and incomes of those in the labour force. The data clearly indicate that racial minorities do experience inequalities in employment in the Toronto labour force:

- In the Toronto CMA, on average, racial minorities participate in the labour force at rates slightly higher than that of the total population. While 73% of the total population participated in the labour force, 75% of the racial minority population did (Table 34.a).

  Racial minorities also experience slightly higher unemployment rates than the total population (7% vs 6%).

- While racial minority youth (15 to 24 years) participate in the labour force at a lower rate than whites (62% vs 72%), the participation rates for racial minorities in all other age groups are higher than their white counterparts (Table 34.a).

---

40 **Equality in Employment: A Royal Commission Report**. Judge Rosalie Silberman Abella, Commissioner. October 1984, p. 29.

41 **"Immigration, Visible Minorities and the Labour Force in Canada: Vision 2000"**. Paper presented at the Canadian Population Society Annual Meeting in Windsor, Ontario. June 5-7, 1988.

42 **Race, Class and Conservatism**. Thomas D. Boston. Boston: Unwin Hyman Ltd., 1988, p. 84.

- The racial minority labour force tends to be slightly younger than the labour force as a whole (Table 35):

  - the 25 to 44 age group constitutes 59% of all racial minorities compared with 51% of the total population;

  - 26% of the total population in the labour force is 45 to 64 years of age, compared to 21% of racial minorities;

  - 2% of the total labour force is in the 65 and over age group, compared to 1% of racial minorities.

- Racial minorities are not equitably distributed across occupations in the labour force (Table 36):

  - racial minorities tend to be under-represented in upper and middle management positions. Only 6% of all racial minorities, and 11% of all whites, held upper or middle management positions;

  - racial minorities tend to be over-represented as service and other manual workers. They represent fully 23% of all workers in these two categories, yet were 16% of the total labour force.

- Overall, racial minorities earned less than whites in the Toronto CMA. Racial minorities earned only 79% of the average employment income of their white counterparts in all occupational categories; from a low of 64% in upper management to 98% in clerical occupations (Table 37).

- The income inequalities experienced by racial minorities varies by ethno-racial group. Japanese, on average, earn slightly more than their white counterparts (103% of whites' average income). Southeast Asians on the other hand earn only 65% of whites (see Table 38).

  These differences in income are a reflection of employment related differences between ethno-racial groups, including differences in educational attainment, English language ability, work experience, proportion of immigrants in the group, etc. The income differentials also, to a certain extent, reflect different degrees of discrimination experienced by the different ethno-racial groups.

- Racial minorities in Ontario tend to be better educated than their white counterparts. A greater proportion of racial minorities held a university degree or diploma (22% vs 14%), and a smaller proportion had less than a high school diploma (29% vs 35%) (Table 39).

  However, while being better educated, racial minorities earned less on average and were under-represented in managerial positions. While some ethno-racial groups may

have incomes comparable to that of whites, many still do not have incomes commensurate with their level of education and work experience.

Higher educational attainment is not a guarantee of high occupational status. The research shows that racial minorities experience barriers in the labour force in translating educational qualifications into earning power, and experience greater difficulty in attaining recognition for foreign qualifications[43].

Implications

> A comprehensive, results-oriented employment equity program for racial minorities is one of the most important programs to ensure equitable access to employment. It would not only ensure access to entry level positions for those entering the labour force, but also equitable access to opportunities for advancement.

> Programs to encourage and support the equitable access to and results in education for racial minorities would help to address the pre-employment disadvantage faced by the racial minority population. With the rising numbers of racial minority youth, this is increasingly important.

> Policies and programs designed to assess and recognize foreign qualifications are needed if immigrants, about 70% of which are racial minorities, are to be able to use the skills and education acquired abroad.

---

[43] **Status Report: Visible Minorities**. Ministry of Citizenship, June 1989.

Labour Force Activity of Population Aged 15+
by Designated Group by Age
Toronto CMA
1986

Table 34.a

Age by Designated Group	Labour Force Activity		
	Total	In Labour Force	
		#	Participation Rate
Total Ages 15+	2,732,350	1,979,830	72.5
Racial Minorities	437,920	326,295	74.5
Aboriginal Peoples	23,035	18,175	78.9
15 to 24 years	570,805	413,490	72.4
Racial Minorities	102,710	63,565	61.9
Aboriginal Peoples	6,885	5,005	72.7
25 to 44 years	1,155,420	1,014,065	87.8
Racial Minorities	217,790	191,610	88.0
Aboriginal Peoples	12,310	10,695	86.9
45 to 64 years	698,210	517,405	74.1
Racial Minorities	89,170	67,660	75.9
Aboriginal Peoples	3,340	2,380	71.3
65 years and over	307,905	34,865	11.3
Racial Minorities	28,250	3,460	12.2
Aboriginal Peoples	505	95	18.8

Source: **Employment Equity Availability Data.** Employment and Immigration Canada, 1989.

Labour Force Activity of Population Aged 15+
by Designated Group by Age
Toronto CMA
1986

Table 34.b

Age by Designated Group	Labour Force Activity	
	Unemployed	
	#	Rate
Total Ages 15+	109,065	5.5
Racial Minorities	22,940	7.0
Aboriginal Peoples	1,525	8.4
15 to 24 years	41,215	10.0
Racial Minorities	8,755	13.8
Aboriginal Peoples	695	13.9
25 to 44 years	45,780	4.5
Racial Minorities	10,575	5.5
Aboriginal Peoples	695	6.5
45 to 64 years	20,700	4.0
Racial Minorities	3,420	5.1
Aboriginal Peoples	120	5.0
65 years and over	1,370	3.9
Racial Minorities	190	5.5
Aboriginal Peoples	15	15.8

Source: **Employment Equity Availability Data, 1989.**
Employment and Immigration Canada.

Racial Minorities and Aboriginal Peoples in the Labour Force by Age Group Toronto 1986

Table 35

Age Group	Total Population	Racial Minorities	Aboriginal Peoples
15 to 24 years	413,490 100.0% 20.9%	63,565 15.4% 19.5%	5,005 1.2% 27.5%
25 to 44 years	1,014,065 100.0% 51.2%	191,610 18.7% 58.7%	10,695 1.1% 58.8%
45 to 66 years	517,405 100.0% 26.1%	67,660 13.1% 20.7%	2,380 0.5% 13.9%
65 years and over	34,865 100.0% 1.8%	3,460 9.9% 1.1%	95 0.3% 0.5%
Total Age 15 +	1,979,830 100.0% 100.0%	326,295 16.5% 100.0%	18,175 1.0% 100.0%

Source: **Employment Equity Availability Data**. Employment and Immigration Canada, 1989.

Occupational Distribution for Racial Minorities
Toronto CMA
1986

Table 36

Occupational Group	Total		Racial Minorities	
	#	%	#	%
Upper Level Managers	43,215	2.0	3,320	1.0
Middle Managers	181,170	8.6	17,770	5.1
Professionals	268,360	12.7	43,040	12.5
Semi-Professionals & Technicians	105,245	5.0	16,710	4.8
Supervisors	61,165	2.9	9,415	2.7
Foremen/women	48,915	2.3	5,440	1.6
Clerical Workers	440,005	20.9	72,645	21.0
Sales Workers	174,220	8.3	20,215	5.8
Service Workers	157,570	7.5	35,400	10.2
Skilled Crafts and Trades	115,600	5.5	16,035	4.6
Semi-Skilled Manual Workers	143,410	6.8	22,005	6.4
Other Manual Workers	292,885	13.9	66,545	19.2
Occs. Not Stated	77,030	3.7	17,165	5.0
All Occupations	2,108,780	100.0	345,700	100.0

For those 15 years of age and over who worked in 1986 or 1985.

Source: **Employment Equity Availability Data.**
Employment and Immigration Canada, 1989.

Average Income by Occupational Group
by Racial Minority Status
Toronto CMA
1986

Table 37

Occupational Group	Whites	Racial Minorities	
	Average Income $	Average Income $	% of Whites' Average Income
Upper Level Managers	$ 69,182	$ 44,480	64.3%
Middle Managers	$ 37,939	$ 29,884	78.8%
Professionals	$ 39,280	$ 34,923	88.9%
Semi-Professionals & Technicians	$ 28,680	$ 24,664	86.0%
Supervisors	$ 27,956	$ 21,699	77.6%
Foremen/women	$ 30,699	$ 26,404	86.0%
Clerical Workers	$ 19,895	$ 19,492	98.0%
Sales Workers	$ 30,064	$ 22,605	75.2%
Service Workers	$ 19,622	$ 14,518	74.0%
Skilled Crafts & Trades	$ 28,814	$ 25,606	88.9%
Semi-Skilled Manual	$ 25,296	$ 22,334	88.3%
Other Manual Workers	$ 21,004	$ 17,262	82.2%
All Occupations	$ 29,792	$ 23,447	78.7%

For those employed full-time, full-year in 1985.

Source: **1986 Census of Canada**. Statistics Canada, Unpublished Data.

Average Income by Ethno-Racial Group
Toronto CMA
1986

Table 38

Racial Group	Average Income	
	$	% of Whites' Average Income
Blacks	$ 21,673	72.7%
Indo-Pakistani	$ 24,274	81.5%
Chinese	$ 24,585	82.5%
Korean	$ 22,165	74.4%
Japanese	$ 30,537	103.0%
Southeast Asian	$ 19,414	65.2%
Filipino	$ 22,140	74.3%
West Asian and Arab	$ 27,799	93.3%
Pacific Islanders	$ 23,286	78.2%
Latin American	$ 20,702	69.5%
Other	$ 21,638	72.6%
Total Racial Minorities	$ 23,447	78.7%
Total Whites	$ 29,792	100.0%
Total Population	$ 28,813	--

For those employed full-time, full-year in 1985.

Source: **1986 Census of Canada.** Statistics Canada, Unpublished Data.

Highest Level of Schooling by Racial Minority Status
Ontario
1986

Table 39

Highest Level of Schooling	Non-Racial Minorities		Racial Minorities	
	#	%	#	%
Less than Grade 9	442,890	9.2	35,830	8.0
Secondary School No Diploma	1,251,840	26.0	93,140	20.8
Secondary School Diploma	703,775	14.6	52,790	11.8
Some Post-Sec./ University No Diploma or Degree	605,880	12.6	63,445	14.2
Trade Non-University Certificate/Diploma	1,122,550	23.3	101,950	22.8
University Degree or Diploma	688,250	14.3	100,200	22.4
Total	4,815,180	100.0%	447,360	100.0%

For those age 15 and over who worked in 1985 or 1986.

Source: **Employment Equity Availability Data.** Employment and Immigration Canada 1989.

5.3 Aboriginal Peoples in the Labour Force

Aboriginal peoples face particular employment and pre-employment barriers which significantly affect their labour force performance. The Aboriginal population of Toronto CMA has lower levels of educational attainment, higher labour force participation rates, higher unemployment rates, and lower average incomes than the total population. When employed, Aboriginal people are over-represented in the primary and tertiary industries where they predominate in the lower-paying, often seasonal or part-time jobs[44].

In a study of Aboriginal peoples living in urban areas, one researcher[45] found that the Aboriginal population was characterized by:

- low levels of economic adjustment as indicated by high unemployment rates, low incomes, and a heavy reliance on social assistance;
- low participation in the institutional structures of the larger society;
- a lack of ethnic institutions through which communications with the larger society, especially labour market information, may be transmitted.

Aboriginal peoples in Ontario have received significantly less formal education than the non-Aboriginal population (see Table 40). While 53% of the total population have a high school degree or higher education, only about 30% of the Aboriginal population do. However, educational participation and retention rates are rising for the Aboriginal population overall[46].

When examining the effects of educational attainment on income, one study found that "although education is generally a positive influence on income, educational attainment is less economically rewarding for Aboriginal peoples than non-Aboriginals, and its absence is less devastating to non-Aboriginals than to Aboriginals"[47]. Thus, when Aboriginals do increase their level of educational attainment, they are limited by barriers in the labour force to its rewards.

Barriers to employment have a serious impact on the Aboriginal population throughout Ontario in a variety of ways. One study found that limited employment opportunities in rural Aboriginal communities result in Registered Indians frequently moving between reserves and urban centres. On average, Registered Indians over fifteen years of age in

---

[44] **Status Report: Ontario Native Population**. Ministry of Citizenship, 1989.

[45] Don McCaskill. **"The Urbanization of Indians in Winnipeg, Toronto, Edmonton and Vancouver"**, Culture I, No. I (1981): pp 82-89.

[46] **Status Report: Ontario Native Population**. Ministry of Citizenship, 1989, p. 25.

[47] Ibid, p. 44.

Ontario move between the cities and reserves five times during their lives. The lure of employment draws them to the urban centres. The high cost of living, and cultural adjustment associated with urban life, coupled with a commitment to their community, brings them home[48].

Limited employment opportunities also impact on their income sources. When comparing major sources of income, one study found that the Aboriginal population is nearly twice as dependent upon government transfer payments as is the non-Aboriginal population and nearly twice as many Aboriginals (24%) have no source of income in comparison to the non-Aboriginal population (13%)[49].

Highlights from the Data

- Overall, Aboriginal people in Toronto CMA participated in the labour force at higher rates than the total population (79% vs 73%) (Table 34.a).

- Aboriginal people in Toronto CMA experience an unemployment rate of 8% in 1986, 2 percentage points higher than that of the total population (Table 34.b).

  For the province as a whole, the unemployment rate of Aboriginal people is consistently twice that of the non-Aboriginal population[50].

- The Aboriginal workforce tends to be younger than the labour force as a whole (Table 35):

  - 28% of Aboriginals in the labour force were between 15 and 24 years of age (compared with 21% of the total population);

  - 59% were between 25 and 44 years (51% for the total labour force);

  - 14% were between 45 and 64 (25% for the total labour force);

  - 0.5% were over 65 (compared with 2% of the total labour force).

---

48 Ibid, p. 43.

49 Ibid, p. 41.

50 See **A Selective Overview of Native Conditions in Ontario with Specific Reference to Condition Affecting Native Employment Equity**. Ontario Native Affairs Directorate, November 1988.

Implications

> A comprehensive, results-oriented employment equity program would help to ensure equitable access to employment and advancement for Aboriginal people.

> Programs to encourage and support the equitable access to and results in education for Aboriginal peoples would help to address the pre-employment disadvantage faced by the Aboriginal population. With the increasing numbers of Aboriginal youth, this is increasingly important.

> The encouragement of economic initiatives in Aboriginal rural communities would help to decrease the transiency of Registered Indians, promote more stable communities, and provide an economic base for these communities.

> The promotion of institutions for Aboriginal people in Metro through which employment and other information may be transmitted, would be beneficial in disseminating information about job opportunities and in preparing Aboriginal peoples for entry or re-entry into the labour force.

> The higher proportion of Aboriginal children means Aboriginals will be entering the labour force at disproportionately high rates in the next two decades.

Registered Indian and Total Population 15 Years of Age and Over*
by Highest Level of Schooling
Ontario
1981

Table 40

Highest Level of Schooling	Registered Indians		Total Population**	
	#	%	#	%
No Schooling or Kindergarten	2,820	6.0%	66,025	1.0%
Grades 1 to 8	12,260	26.0%	1,056,400	16.0%
Grades 9 to 13	16,980	36.0%	1,980,750	30.0%
High School Diploma +	14,150	30.0%	3,499,325	53.0%
Total	47,200	100.0%	6,602,500	100.0%

* Only the data for the registered Indian population (about 70% of the total Aboriginal population) are used here as more confidence can be placed in these figures due to the partial boycott of the 1981 Census by the Aboriginal population. See **Notes on the Data** for further details.

** Total population less registered Indians.

Source: **Status Report: Ontario Native Population**. Ministry of Citizenship, 1989.

5.4 Youth Employment

Traditionally, young people (aged 15 to 24) have supplied the labour market with large numbers of low paid, low skilled, entry level workers. From the 1960s and up until the mid-1980s there was an over-supply of youth entrants into the labour force due to the large numbers of baby-boomers in that age group. The data are now showing that the numbers of youth are declining significantly as the baby-boomers age, resulting in shortages in the labour market.

In the United States, many economists have projected shortages of young workers in the 1990s, a trend which had begun to appear in the late 1980s[51]. In Canada, in 1988, press reports had indicated that the retail and service sectors, traditionally large employers of youth, were beginning to experience labour shortages[52]. While 15 to 24 year-olds represented 17% of the 1986 population of Metropolitan Toronto, projections show that they may represent only 11% of the population in the year 2000, rising slightly in the year 2011 to 13% (see Table 41). The smaller numbers of youth are expected to be insufficient to supply the labour force with the new workers needed.

This shortage may be to the advantage of youth in some ways. As the number of youth decreases, so too will their unemployment rates as their employment opportunities and wages increase. However, not all segments of the youth population will benefit equally from the increased employment opportunities. Those belonging to groups historically discriminated against in the labour force and those who are unprepared to take advantage of the employment opportunities due to inadequate or inappropriate education and skills, usually as a result of discrimination in education, may continue to be disadvantaged.

Another factor in youth employment is the technological changes in the labour force which may eliminate many of the low skilled jobs which have traditionally been entry level jobs for youth. These technological changes also will generally raise the skill requirements for youth seeking entry into the labour force. This will make education and skills training much more important for securing employment.

While the youth population as a whole is forecast to decline, the representation of racial minorities and Aboriginals within the youth cohort is expected to increase (see Section 4). With high rates of labour force participation among Aboriginal youth, the higher fertility rates of Aboriginals and racial minorities, new workers will increasingly come from the racial minority and Aboriginal populations.

---

[51] Harry J. Holzer. **"Can We Solve Black Youth Unemployment?"**, Challenge, V. 31, No. 6, Nov.-Dec. 1988, pp 43-49.

[52] David K. Foot and J.C. Li. **"Youth Unemployment: A Reply"**, Canadian Public Policy, V. 14, No. 1, March 1988, p. 109-111.

In the United States[53], the unemployment rates of young Blacks, particularly males and those in the inner cities, are consistently twice that of their white counterparts. In fact, between 1983 and 1985, the odds of having a job for young white men were about 2.5 times those for young Black men. When they are employed, Blacks tended to have slightly lower wages, work for fewer weeks per year, and experience longer periods of unemployment. Many have found that these employment problems continue as Black youth age. 1985 figures show that Black men will spend, on average, 5 years unemployed and 11 years out of the labour force as they age from 20 to 65; white men will spend an average of 2 years unemployed and 7 years out of the labour force.

Studies have found that the participation rate of Blacks, particularly Black men, would be higher if their unemployment rates were lower. Many Blacks become discouraged by limited employment opportunities and drop out of the labour market, turning to social assistance, relatives, or other sources and activities for income. Some studies support this view with the finding that for Black men, their labour force participation rates are highest in the states with the lowest Black unemployment rates.

Linked to the employment problems of Black youth in the U.S. are differential social networks and methods of job search techniques. Many young Blacks are outside traditional employment networks because of residential and educational segregation. Living in predominantly Black neighbourhoods and attending predominantly Black schools, these youth are often cut off from networks which would assist them in knowing about and obtaining employment in many organizations. Young Blacks are also more likely to seek employment by answering job ads and by walking in and applying for jobs. Young whites, on the other hand, are more often referred by friends and relatives or employment agencies.

Other significant factors in the inequality of employment opportunity faced by Blacks is the pre-employment discrimination they face in the educational system which leaves them less prepared for work than whites. Black youth also face racial discrimination in employment. Blacks oftentimes receive inferior education in education systems biased against their advancement. In the labour force, Black youth are more often than white youth to be seen by employers as poorly educated, inexperienced, unreliable, and even as more likely to have a criminal record. These prejudices, combined with other stereotypes and biases against Blacks make it more difficult for them to secure employment than their white counterparts.

In the United States, it has been found that Black youth move in and out of low paying jobs which offer little advancement potential. Public or private sector programs that offer more low-paying, dead-end jobs are found to be ineffective means of improving the

---

53 For details on the rest of this discussion on Black youth in the United States, see **A Common Destiny: Blacks and American Society**. Washington D.C.: National Research Council, 1989; Chapter 6: Blacks in the Economy.

Although a lot of this discussion is on Blacks in the United States, it does provide valuable information which can apply to other ethno-racial groups in Canada.

employment conditions among disadvantaged Black youth because minimum-wage employment opportunities were easily attained. Rather, if better employment opportunities for Black youth are to be realized, substantial improvements in education and training opportunities, combined with increased job placement programs, and programs to address the discrimination in recruitment and advancement in the labour force are necessary.

Less research has been conducted on minority youth employment in Canada. The research available indicate inequities in employment, income, and advancement for racial minorities and Aboriginal people (see Sections 5.2.a and 5.2.b). Unequal access to skills training and education for racial minority and Aboriginal youth were also found.

The low levels of educational attainment of youth have become an important concern in Canada as in the United States. Only about 30% of the youth population in Ontario pursue any form of post-secondary education. Another 30% never complete high school. Racial minority and Aboriginal youth are under-represented in the first group and over-represented in the latter.

While overall there is a 30% dropout rate among high school students, the figures vary by type of school and type of program. 79% of students in the basic, vocational stream drop out; 62% in the general, college-bound stream drop out; only 12% in the advanced, university-bound level leave high school without a diploma[54].

As recent studies on the Ontario educational system show, there appears to be a systemic bias in the educational system with respect to racial minority, particularly Black, youth. A higher proportion of Black students are streamed into general or non-academic programs (which have higher than average drop-out rates), thereby limiting their prospects for acquiring higher levels of education and future skills training. This in turn limits their employment opportunities later in life. Research by the Toronto Board of Education has found that only 36% of Black students are enroled in courses that would allow them to enter university, compared with 54% of all students. Just over 28% of Black students are placed in basic level schools, which in effect bar them from entering university[55].

The pattern for Aboriginal youth tends to be quite similar, with this group having exceptionally low rates of educational retention. A 1984 report found that for the 1979 Status Indian student population only 38% of the enroling population in grade one stayed until grade 12[56]. Other studies have found that when Aboriginal youth are enroled in

---

54 **"A New Approach for High Schools"**. Toronto Star, Editorial. August 26, 1988.

55 **"Urgency Needed to Halt Racism in School System, Report Says"**. Toronto Star. July 13, 1988.

56 **"An Overview of Native Education: A Background Paper Prepared for the Search Conference Series on Native Economic Development and Employment Strategies in Toronto, 1984-1985"**. The Native/Canadian Relations Theme Area, Faculty of

high school programs, they are generally streamed into the general rather than the academic program[57].

Research conducted by the Ontario Ministry of Skills Development found that racial minority and Aboriginal youth do not have equitable access to vocational, apprenticeship, and on-the-job training[58]. When compared with white youth and older participants, racial minority and Aboriginal youth were under-represented in these training programs.

The low levels of schooling and skills training prove detrimental in regard to employment opportunities since job opportunities improve with educational attainment. High dropout rates and high proportions in general and non-academic programs also indicate lower than average levels of basic skills (literacy and numeracy) for these groups.

Not only do minority students suffer through the lack of skills training, some also argue that the educational training they receive may guarantee their future economic subordination[59]. Specifically, the researchers contend that certain schools train minority youth to feel and appear capable only of performing jobs in the low wage sector. The students are seen as not being encouraged to develop the levels of self-confidence or the presentation styles which employers perceive as evidence of ability or capacity. The researchers cite a study of minority workers which found that the appearance of a job applicant was between two and three times as important to potential employers as previous work experience, high school diplomas, or test scores. Thus, the self-confidence and presentation styles of youth could be as important in securing certain entry level jobs as the mastering of the "3Rs".

Highlights from the Data

- The 1986 Census data for the Toronto CMA (see Tables 34.a and 34.b) indicate that while the younger segment of the labour force experience greater unemployment than the total labour force, the racial minority and Aboriginal youth populations suffer even greater unemployment. In the Toronto CMA in 1986, 14% of Aboriginal and racial minority youth in the labour force, ages 15 to 24, were unemployed, compared with 10% of the total population in that age group (and 6% for the total labour force).

Environmental Studies, York University; October 1984.

57 **Status Report: Ontario Native Population**. Ministry of Citizenship, 1989.

58 **"Adjusting to Change: An Overview of Labour Market Issues in Ontario"**. Ontario Ministry of Skills Development, 1988.

59 **Schooling in Capitalist America: Education and the Contradictions of Economic Life**. Samuel Bowles and Herbert Gintis. New York: Basic Books, 1976.

- While Aboriginal youth participate in the labour force at about the same rate as the total youth population in Toronto CMA (73% versus 72%), racial minority youth participate at a much lower rate (62%).

  It is unclear whether the lower participation rate of racial minority youth is the result of higher school enrolment rates, or a greater proportion of discouraged workers (those who are neither working nor looking for work), although the reasons would vary by ethno-racial group.

- Aboriginal youth constitute a significant proportion of the Aboriginal working population. While youth constitute 21% of the total labour force, Aboriginal youth represent 28% of Aboriginals in the labour force (Table 35).

  These figures could reflect a number of things: the greater proportion of youth in the Aboriginal population than of the total population as a whole; the higher high school dropout rates which would put more Aboriginal youth in the labour force; or the greater economic need for Aboriginal peoples to be working at an earlier age.

  While racial minority youth represent 24% of the racial minority population, they represent only 20% of racial minorities in the labour force.

Implications

> The conclusions of several research studies indicate that policies and programs aimed at minority youth employment should focus on two areas: ensuring that minority youth are adequately prepared for employment; and ensuring that they gain access to employment with long-term opportunities.

  Government response should focus, therefore, on re-orienting strategies and programs. The focus should turn away from the simple reduction of unemployment rates and look towards equipping youth with the education, training, and work experience necessary to gain access to the labour market and to advance successfully within it.

  This implies policies and programs designed to keep racial minority and Aboriginal youth in school, programs designed to increase the basic skill levels and improve the classroom performance of those currently in educational institutions, increased training opportunities for those who have dropped out of high school, and policies and programs to ensure equal access to training programs.

> Strategies to increase the employment and improve the employability of minority youth would have significant effects on their future employment opportunities. Skills training and work contacts, as well as more subjective, but no less important, outcomes (i.e. increased self-confidence) would be affected. The experience and opportunities of a first job often have significant effects on advancement and opportunities throughout one's working life. Discrimination at the time of entry to

the labour force (either in access to jobs or access to skills and education) would have long-term and self-reinforcing consequences.

The outcomes of the improved employment and employability of minority youth would have ramifications in other areas. Some researchers, particularly those in the United States, have identified youth unemployment, particularly among racial minority youth, as a major factor contributing to youth crime.

In a recent report, the Solicitor General of Canada notes that:

> Recently, attention in the crime prevention area has turned to the notion of social development, in which diverse public sector groups work in an integrated way to assist those persons and groups at highest risk to commit crimes and other social problems. For example, national level economic policies can impact the employment prospects of disadvantaged groups and determine, in part, whether they will turn to crime...Community leaders and institutions (schools, churches and business) can strive to ensure that people develop bonds with the community. The police, through such mechanisms as the Community Police Officer, can identify problems early and serve as a referral to some of these and other services[60].

Programs to increase the employability of youth and to ensure their success in school would therefore also be a significant crime-fighting tool. Other strategies, such as linking businesses, schools, and communities could be a key part of a strategy to make labour market employment more attractive and accessible than illegal activities.

> Equitable access to job placement and counselling services would also impact upon minority youth employment. Racial minority youth may not have the personal contacts many white youth use to secure employment. These services could also provide valuable training in job search techniques, resume writing, presentation styles, etc.

---

[60] **The Vision of the Future of Policing in Canada - Police-Challenge 2000.** Background Document. Solicitor General Canada, October 1990: p. ix.

Projected Population of Youth (Ages 15 to 24)
Metropolitan Toronto
1986 to 2011

Table 41

Year	Total Population	Youth Population	
	#	#	% of Total Population
1986 Census	2,192,720	369,775	16.9%
2000 Projection	2,436,650	255,970	10.5%
2011 Projection	2,508,930	321,200	12.8%

Source: **"Population Projections for Regional Municipalities, Counties and Districts of Ontario to 2011"**, **Demographic Bulletin**, Ministry of Treasury and Economics, July 1989.

NOTES ON THE DATA

Census Data

Data from the Census (obtained from Statistics Canada) are rounded and figures may therefore not add up to the totals provided.

Projections

Projections are mathematical calculations of what the future population might be, given certain assumptions about future fertility, mortality, and migration. They are based on past and present trends and are modified to reflect plausible changes in demographic variables and general economic conditions, and diminish in certainty the further they extend into the future. Projections cannot account for unforeseen conditions and policy changes which would affect the country's population growth.

Immigration

Immigrants provide information on their intended destination before they arrive in Canada. They therefore can only indicate their intentions with regard to destination, workforce participation, and occupation which may not actually be the case when they arrive in Canada.

Data on Aboriginal Peoples

Certain problems with the reporting of the Aboriginal data occurred with the 1986 Census, resulting in a significant undercounting of the provincial population. A total of 132 Indian bands did not participate in the 1986 Census, and the question on Aboriginal status was misinterpreted by many, particularly those in the urban centres.

This report therefore relies heavily on reports which used the 1981 Census for data, and data from the Employment Equity Availability Data, compiled by Employment and Immigration Canada.

Census Data and Racial Minorities

An accurate count of racial minorities using census data is not possible. As the respondent's race was not asked on the 1986 Census, racial origins were inferred from other questions, e.g. ethnicity, place of birth. This method consequently excludes racial minorities born in North America or Europe, who identified themselves as being American, Canadian, or European, and would also include whites who identified themselves as West Indian. The number of racial minorities is therefore undercounted,

and the extent of the undercount is impossible to assess. These figures are therefore seen as estimates of the racial minority populations.

The data used in this report were compiled by Employment and Immigration Canada from the 1986 Census for the administration of the federal Employment Equity Act.

Groups included within EIC's definition of racial minorities are:

Blacks - Haitian, Jamaican, other Caribbean, other West Indian, African Black;

Indo Pakistanis - Bengali, Gujarati, Punjabi, Tamil, East Indian, Bangladeshi, Pakistani, Singalese, Sri Lankan;

Latin Americans - Latin/Central or South Americans but excludes Argentinean and Chilean;

Pacific Islanders - Fijian, Polynesian and other Pacific Islanders;

Southeast Asians - Vietnamese, Burmese, Cambodian, Laotian, Thai, Malay, Indonesian;

West Asian and Arabs - Lebanese, Egyptian, Palestinian, Syrian, Iranian, Turk, and Armenian.

Immigrant Class - Definition[61]

Canada's Immigration Act sets out three classes of admissible immigrants. The following are explanations of the various classes and categories of immigrants.

The three classes of immigrants are: Family Class; Convention Refugees and members of Designated Classes; and Independent Class.

Family Class immigrants are members of the immediate family who are sponsored by an eligible close relative (a Canadian citizen of permanent resident at least 18 years of age) already in Canada. The Federal government accepts sponsorship applications from eligible family members in Canada who meet income requirements, and approves immigration applications from eligible family members abroad who satisfy Canada's basic requirements of good health and good character.

---

[61] From the Ethnocultural Data Base, Ministry of Citizenship. Readers wishing further details are referred directly to materials by Employment and Immigration Canada or to the Immigration Regulations, 1978 - Amendment, October 27, 1983.

Convention Refugees and Members of Designated Classes fulfill "Canada's international legal obligations with respect to refugees and...uphold its humanitarian tradition with respect to the displaced and the persecuted". Convention refugees are persons who meet the definitions set out in the United Nations Refugee Convention and in the Immigration Act.

Members of Designated Classes are persons in refugee-like situations who are accorded the opportunity to resettle in Canada because they are displaced and/or persecuted and are in need of this opportunity.

Independent and Other Immigrants are made up of retirees, assisted relatives, business immigrants (entrepreneurs, self-employed persons and investors) and other independent immigrants. With certain exceptions, principal applicants in the assisted relatives and other independent categories are termed selected workers.

Sources of Immigrants

Data are compiled based on the country of last permanent residence of the immigrants. They therefore may not reflect the immigrants' country of birth.

Labour Force

Officially, the labour force consists of persons in the non-institutionalized population, aged 15 and over, who are either in paid employment or are unemployed and actively looking for work. As officially measured, the labour force does not include persons who want to work but, because they believe that work is not available, do not carry out an active search for work.

The Caribbean and Guyana

Although some sources, such as the Ethnocultural Data Base of the Ministry of Citizenship, include Guyana as a part of South America, the data in this report has included Guyana with the Caribbean because culturally, historically, linguistically, and economically, Guyana has been part of the Caribbean rather than South America.

Ethnic Origins in the 1986 Census

Unlike the 1981 Census in which a person could claim one ethnic origin, the 1986 Census allowed people to identify as many origins as they would like. Although being better for some purposes, this does not allow the accurate tabulation of populations by ethnicity. People who identified a single ethnic origin constitute about 70% of the population, thus a significant proportion of the population is eliminated from the analysis.

However, if one uses multiple origins, 30% of the population would be counted at least twice and the total would therefore exceed 100%.

Toronto CMA (Census Metropolitan Area)

The Census Metropolitan Area is a concept used by Statistics Canada to include the main labour market area of an urbanized core having a population of 100,000 or more.

This includes the municipalities constituting Metropolitan Toronto, the cities of Brampton and Mississauga, the towns of Ajax, Aurora, Bradford, Caledon, East Gwillimbury, Halton Hills, Markham, Milton, Newmarket, Oakville, Orangeville, Pickering, Richmond Hill, Vaughan, and Whitchurch-Stouffville, the townships of Georgina, King, and West Gwillimbury, the villages of Beeton and Totenham, and the reserve, Georgina Island #33.

Metropolitan Toronto

Metropolitan Toronto refers solely to the cities of Etobicoke, North York, Scarborough, Toronto, and York, and the Borough of East York.

Source Regions and the Constituent Countries

Europe

England, Northern Ireland, Scotland, Wales, Lesser British Isles, Austria, Belgium, Luxembourg, Czechoslovakia, Denmark, Lithuania U.S.S.R., Finland, France, Germany, Greece, Hungary, Irish Republic, Italy, Malta, The Netherlands, Norway, Poland, Portugal, Azores, Madeira, Spain, Sweden, Switzerland, U.S.S.R., Yugoslavia, Turkey, German Democratic Republic, Albania, Andorra, Bulgaria, Iceland, Liechtenstein, Monaco, Romania.

Africa

Egypt, Malawi, Zambia, Zimbabwe, Republic of South Africa, Namibia, United Republic of Tanzania, Algeria, Kenya, Morocco, Tunisia, Uganda, Angola, Lesotho, Botswana, Burundi, Cameroon, Chad, Central African Republic, Republic of Zaire, Republic of Congo, Peoples Republic of Benin, Ethiopia, Gabon Republic, Gambia, Ghana, Republic of Guinea, Guinea-Bissau, Ivory Coast, Liberia, Libya, Malagasay Republic, Mali Republic, Mauritania, Mozambique, Niger, Nigeria, Equitorial Guinea, Rwanda, Senegal, Sierra Leone, Somali Republic, Republic of Djibouti, Swaziland, Republic of Togo, Burkino-Faso.

Asia

Sri Lanka, Mainland China, Taiwan, Hong Kong, India, Israel, Japan, Lebanon, Pakistan, Syria, Bangladesh, Cyprus, Indonesia Republic, Iran, Iraq, Jordan, Kuwait, Republic of the Philippines, Saudi Arabia, Burma, Federation of Malaysia, Singapore, Afghanistan, Bahrain, Brunei, Democratic Republic of Kampuchea, North Korea, South Korea, Laos, Macao, Oman, Nepal, Qatar, Thailand, Tibet, Social Republic of Vietnam, Yemen Arab Republic, Yemen Democratic Republic, United Arab Emirates.

Australasia

Australia, New Zealand, Papau New Guinea.

Central America

Mexico, Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama.

North America

United States, St. Pierre Miquelon.

Caribbean and Guyana

Bermuda, Jamaica, Trinidad and Tobago, Barbados, Anguilla, Antigua and Barbuda, Bahamas Islands, Cayman Islands, Dominica, Grenada, Montserrat, Nevis, St. Kitts and Nevis, St. Lucia, St. Vincent, Turks and Caicos Islands, British Virgin Islands, Cuba, Dominican Republic, Netherlands Antilles, Guadeloupe, Haiti, Martinique, Puerto Rico, U.S. Virgin Islands, Guyana.

South America

Argentina, Brazil, Guyana, Chile, Colombia, Peru, Uruguay, Venezuela, Bolivia, Suriname, Ecuador, French Guiana, Paraguay.

Oceania and Other Islands

Fiji, New Caledonia, Vanuatu, British Solomon Islands, Tuvalu, Pitcairn Island, Tonga, Mauritius, Reunion, Seychelles, Comoros, Sao Tome and Principe, U.S. Trust Territories (Pacific).